

# CASE STUDY

## LEADERSHIP DEVELOPMENT

### PROGRAMME

A tier 1 global investment bank supports their cohort of newly appointed Managing Directors to support their transition to senior leadership and build a sense of community amongst peers. Now in its 4th year.



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## Our coaching solution

1

Psychometric & Competency Assessment, self awareness plan & shape vision for success

2

Supportive environment to discuss and work on live leadership challenges with tools, support and feedback

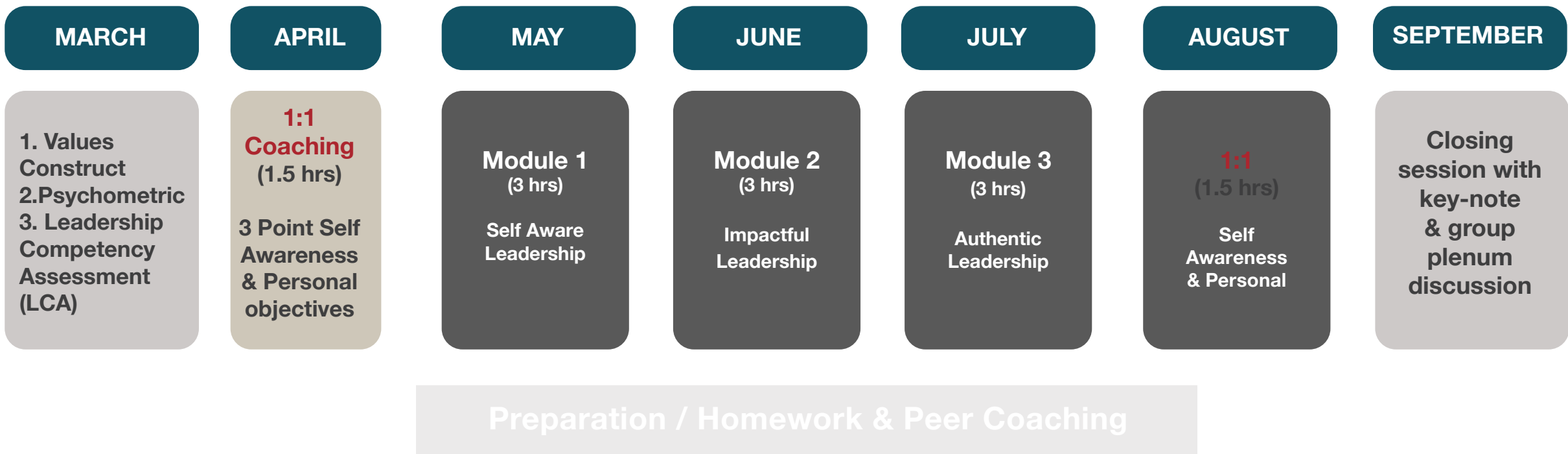
3

Peer coaching, homework and online community

4

Practice to support growth in competence and confidence

## An example development programme framework



LUCANIA transformation platform

100 %

rate **programme** as 4 or 5/5

85 %

rate **format & content** as good or excellent

100 %

rated **coaches** as 4 or 5/5

“ I now realise the type of leader I’m meant to be and I’m not trying to be someone I am not.”

“ The 1:1 session got to the heart of what I need to change.”

“ Sharing the learning with colleagues from across the firm increased my confidence and gave me different ways to look at things.”