

Executive Team Development

Exec Ascend

THE CHALLENGE

The CEO at Yarra Trams commissioned the development of a bespoke Executive development program to accelerate the Executive team's ability to work strategically, with a broader enterprise focus.

To achieve this, an increase in executive peer trust, faster decision making, and working collaboratively beyond functional areas, were critical.



THE RESPONSE

A combination of team and individual diagnostics allowed leveraging existing team strengths, and the loyalty and deep trust they had in the CEO.

We worked to build strong executive capability, with a combination of team workshops, team coaching, individual 360's and one-on-one coaching.

The key focus areas included working with the Exec Team to;

- Clarify strategic direction linking key enterprise opportunities to business goals
- Identifying measures to accelerate execution of enterprise strategy and programs
- Deepening executive peer trust and collaboration for enterprise impact
- Leading the enterprise through key transformation and change
- Creating broader culture of accountability and faster decision making

THE IMPACT

Evidence based diagnostics brought rich insight and our team coaching approach fast tracked the deepening of peer trust and vulnerability.

Key metrics show us that the Exec Team at Yarra Trams achieved strong and sustained improvements to their leadership and enterprise outcomes.



"Exec Ascend brought a rich understanding of executive team dynamics and building high performing teams to deliver a well received and impactful Exec development program.

Lisa builds trust at a CEO and Exec team level and draws on individual and team strengths. She worked with our Exec team to deliver exceptional results, bringing diagnostics tools, fresh perspectives, valuable insights and an approach which is focused on embedment, and supported by key metrics"

Julien Dehornoy
Chief Executive Officer
Yarra Trams

Peitta Dyball
Chief People Officer
Yarra Trams