

## Case Study 2

### Developing Leaders at one of India's emerging supply chain companies

#### The Situation

Our client had a period of rapid growth this year. New business lines were added and headcount increased tremendously. To manage this, they recruited a significant number of new managers (both home grown and newly recruited). The client's senior management team engaged Seventh Sense to equip new managers with critical skills required for managing their demanding workforce.

*"You covered the concepts well and with great focus on how I can apply it starting tomorrow. I feel equipped to work well with my employees" – SatishKamble, Founder.*

#### The Solution

Seventh Sense partnered with the client with the First Time Manager Essentials program to help execute on a strategy to train new managers in fundamentals, help them obtain a management viewpoint, expose them to management challenges and the best ways to overcome them. Our work as part of the First Time Manager Essentials program included:

1. Preparing the new managers for career growth and effectively working with their new boss
2. Understanding the motivational needs of staff and how to guide them to high performance
3. Communicating well with your bosses as well as your teams
4. Managing time and pressure effectively on a day to day basis
5. Managing multiple teams and projects and helping the teams achieve their targets
6. Helping Managers understand the requirements for growth in the organization and launching them on the path to accelerated success

#### The Results

Three months after the program our observations have been:

1. 84% of the top management are satisfied with the progress of the new managers
2. 73% of the new managers believe that the First Time Managers Essentials program has equipped them in their careers
3. Employee satisfaction has doubled from pre-training program figures
4. Attrition is down by one third and employees are more engaged and productive.