

## INTEGRATING PROJECTS WITH ACCOUNTS TO BOOST THEIR SUCCESS RATE

McKinsey recently surveyed over 510 executives from across the globe and in August 2017 they published the success rate of their leadership development programs. These programs were mapped to specific actions taken and their success rate.

<http://www.mckinsey.com/global-themes/leadership/whats-missing-in-leadership-development>

These actions are built into ALCHEMY's 4D project management methodology. As such, we partner with our accounts on these activities to boost the success rate of our projects together and the impact that we have on an individual and organisational level.

### These apply to:

COACHING [1:1 & GROUP] | LEADERSHIP FUNDAMENTALS | WELLNESS@WORK | CAREER BUILDER

## 10 SUCCESS ELEMENTS

**In order of success, leadership development programs have a higher success rate when they:**  
**[x success rate multiple]**

Focus on leadership behaviours most critical to performance	8.1x
Interventions cover the whole organisation	6.9x
Leadership model reaches all organisational levels	6.4x
Individuals are able to practice new behaviours which contribute to being a better leader	6.1x
Review of formal and informal mechanisms for building leadership skills prior to intervention	5.9x
Adapt HR systems to reinforce leadership model [e.g. recruiting, performance management]	5.6x
Determine how mindsets and behaviour need to change	5.5x
Translate strategy into required leadership qualities / capabilities	5.4x
Top team role models desired behaviour [e.g. as coaches]	4.9x
Linked to stretch projects where delegates apply learning over time in new settings	4.6x

## ALCHEMY INTEGRATION

ACTION	MULTIPLE	WHAT WE DO
BRIEFING STAGE		
Review of formal and informal mechanisms for building leadership skills prior to intervention	5.9	We review existing talent systems and materials, exploring impact and gaps. ALCHEMY materials integrated into existing processes seamlessly.
Focus on leadership behaviours most critical to performance	8.1	During our briefing, we isolate the specific leadership behaviours which are most critical for the Account right now and how these support the overall business strategy.
Translate strategy into required leadership qualities / capabilities	5.4	
Determine how mindsets and behaviour need to change	5.5	We are briefed on current mindsets and behaviour along with the desired future state for each leader. Assessment tools used to assess derailers.
PROJECT PHASE		
Interventions cover the whole organisation	6.9	Defined intervention penetration [% of the organisation impacted by this project].
Leadership model reaches all organisational levels	6.4	Work strategically with the account on shared ALCHEMY / Account resources to cover the whole organisation inclusively.
Individuals able to practice new behaviours which contribute to being a better leader	6.1	Master Action Plans [MAPs] keep individuals accountable for: <ul style="list-style-type: none"><li>- the specific actions they are taking to practice target behaviours and competencies;</li><li>- examples of role modelling desired behaviours;</li><li>- stretch projects and their outcomes.</li></ul> IMPACT reports at the end of the project measure and report on the business impact of these elements.
Top team role models desired behaviour	4.9	
Linked to stretch projects where delegates apply learning over time in new settings	4.6	
REVIEW, REINFORCEMENT AND EMBEDDING		
Adapt HR systems to reinforce leadership model [e.g. recruiting, performance management]	5.6	We advise HR on the specific HR tools, systems and processes across the employment life cycle that will reinforce the right leadership behaviours throughout the organisation.