

FROM UNTAPPED POTENTIALS TO EFFECTIVE LEADERSHIP SUMMIT

An INNOVISOR case available on www.innovisor.com/insights

CHALLENGE GET VALUE OUT OF LEADERSHIP SUMMIT



- A global biotechnology company planned a leadership summit for its top leaders. 30% were women, and 60% were from the country's headquarter
- Innovisor was asked to identify who to group together for what purpose
- One of the themes during the leadership summit was around connectivity and team building
- Hence, the requirements for the group constellations then differed depending on the purpose in all sessions

INNOVISOR INSIGHT WORLD CLASS & UNTAPPED POTENTIALS

GROUPS WITH LEADERS WHO ARE LEAST CONNECTED AND MOST DIVERSE



- Innovisor discovered that the company outperformed all other leadership groups analyzed and stored in the Innovisor Benchmark Database[®] over the last years. Truly world class!
- The leadership group was **29% more coherent and agile** than other leadership group. Amongst others due to a tremendous focus on the importance of connectivity in the last two years, which had paid off.
- Still, there was untapped connectivity and inclusion potential between individual leaders to be tapped into

ACTION GROUPS BUILD FOR THE RIGHT PURPOSES



- The insights were used to build the right groups for the right purposes at the leadership summit while realizing the untapped potential
- The Innovisor insights resulted in:
 1. Groups formed based on no/limited connectivity and diversity to **strengthen connectivity**
 2. Leaders, who were the closest connected, were seated together at **the summit dinner**
 3. Smaller breakout groups based on tenure level, diversity and who needed to **define the company's culture**