

Integrating behavioural change strategies with c-suite executives following a merge & acquisition

a PCL case study

Bespoke coaching sessions to support the integration of a newly formed c-suite.



CHALLENGE

The client was a newly formed start-up global payments solution provider, resulting from a merger of two established organisations.

The objective was to integrate, develop and coach the c-suite, which consisted of individuals who were either new to the company, retaining their roles from the merged companies, or were needing to transition into new positions within the new structure.

THE SOLUTION

PCL was tasked with coaching 8 members of the c-suite. This involved assessing their personality and competence through a behavioural competency interview, providing verbal and written feedback to the individuals and the CEO, and conducting 3 developmental coaching sessions with each member of the team.

Bespoke individual development reports were written for each team member, aligning their personality and competency ratings with the critical competencies required for their roles.

Developmental coaching sessions were then planned around key areas for improvement. These sessions covered areas relating to the individual's career aspirations and identified critical themes from the assessments.

OUTCOME

The coaching psychologist worked with each individual to create a tailored action plan, with specific goals and strategies and timelines to commit to, to help the individuals improve their performance at work.

The coaching sessions encouraged the implementation of targeted behaviour change strategies that had a positive impact on the leaders' reputations.

This, in turn, facilitated each team member's integration into the new company and fulfil their roles during this time of transition.