



HELLO!

WE HAVE JUST LAUNCHED THE NEXT COHORT OF A GLOBAL 2-YEAR HIPO DEVELOPMENT PROGRAMME FOR OUR FINANCIAL SERVICES CLIENT - THIS TIME VIRTUALLY!

The programme was transitioned from a 4-day residential to a 3-week-long dynamic programme, consisting of an intriguing mix of collective sessions, small breakouts, 1:1s and self-reflection activities.

FEATURES INCLUDE:

WORK/PROGRAMME INTEGRATION

Sessions and activities to accommodate time-poor learners' day-to-day schedule



PRE-EVENT ENGAGEMENT

Digital activities to introduce participants to each other and the programme aims in the run-up to the live sessions

LIVE DELIVERY

Timezone-conscious sessions, with dynamic hand-held camerawork alongside three different environments with an intriguing array of props to enhance understanding and learning outcomes



VIRTUAL, YET EXPERIENTIAL

Immersive real-life meetings with 'colleagues', played by actors, where participants had the unique opportunity to pause and rewind time and experiment with new approaches and behaviours

DIGITAL ENGAGEMENT

Leveraging the client's chosen collaboration platform, Klaxoon, encouraging team-based activities, brainstorming, analysis and self-reflection



THE DETAIL:

WORK/PROGRAMME INTEGRATION



Integrated into working day

- Choice of sessions, with remote coaching from Line Managers, facilitated developmental groups and informal 1:1 get-togethers with a Buddy spread across 3 weeks



Global audience

- Ranging from the East Coast of the US to Japan; with all-participant collective sessions, while others were repeated for specific timezones



Psychology-based profiling

- Pre-event diagnostics were completed by participants who received their behavioural profile, which was to become a foundational tool in the programme

PRE-EVENT ENGAGEMENT

'Global Hello'

- An initial 'get-to-know-you' exercise, using an interactive global map, where participants plotted pivotal locations in their work and personal lives



Pre-event 'hamper'

- Participants received an intrigue-raising 'hamper', comprising self-reflection activities, thought-provoking objects and session collateral to supplement the digital material

'Come Dine with Me'

- Small, meal-based, social get-togethers were set up via Klaxoon to promote early relationship-building between groups of participants



LIVE DELIVERY



Interactive, engaging delivery

- Hand-held camerawork made for a laid-back, upbeat and easy-to-watch style



Varied broadcast environment

- Live sessions hosted in a modern office environment, with facilitators moving around different styled and focus delivery areas



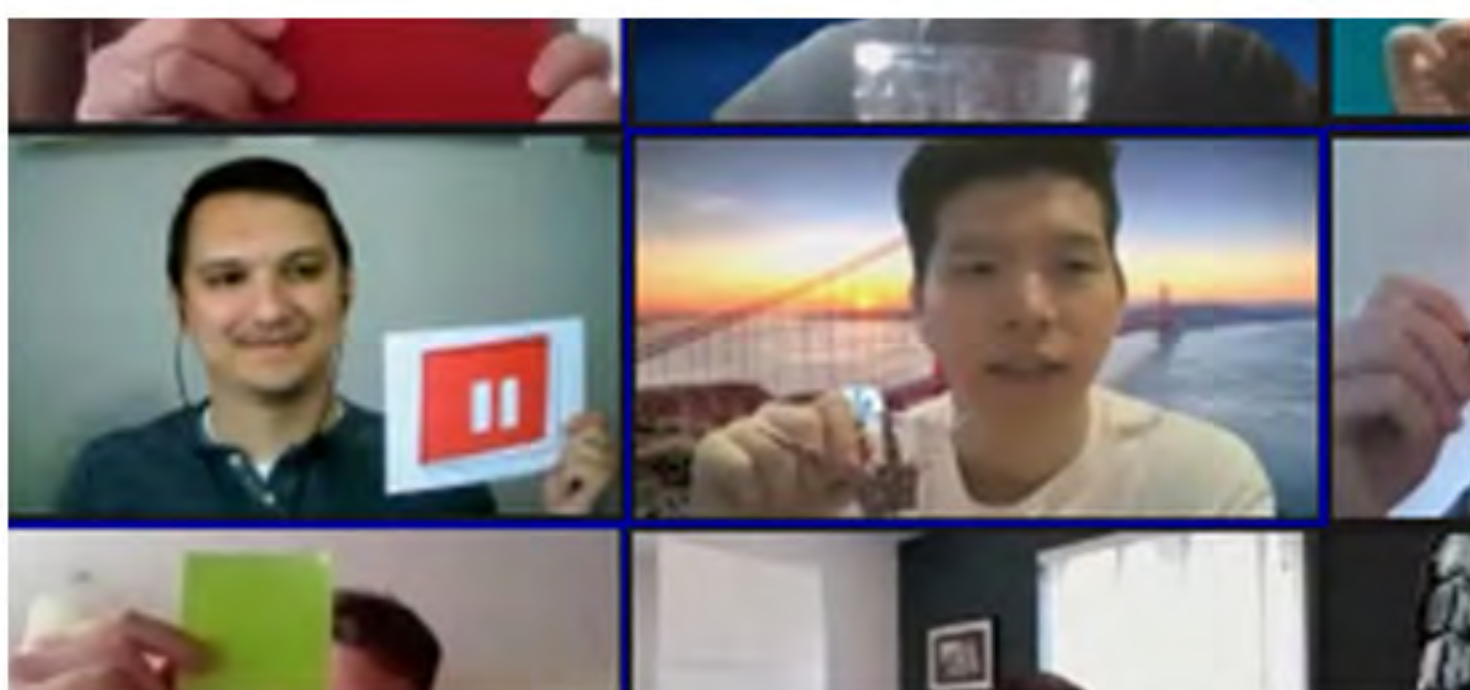
Props and aide memoires

- Facilitators used an intriguing array of props to enhance understanding and learning outcomes

VIRTUAL, YET EXPERIENTIAL

'Lead, Coach & Empower': a Discovery Insights-based immersive exercise

- Real-life meetings with Insight colour-based 'colleagues' (played by actors). Participants 'eavesdropped' on conversations to hear the reality of the situation, before being challenged to affect each scenario with a positive outcome.



Realisation of your impact on others

- The actors reacted according to their 'colour energy' when certain behaviours were demonstrated or specific language used by the participants. Genuine and heartfelt feedback created a positive learning experience.

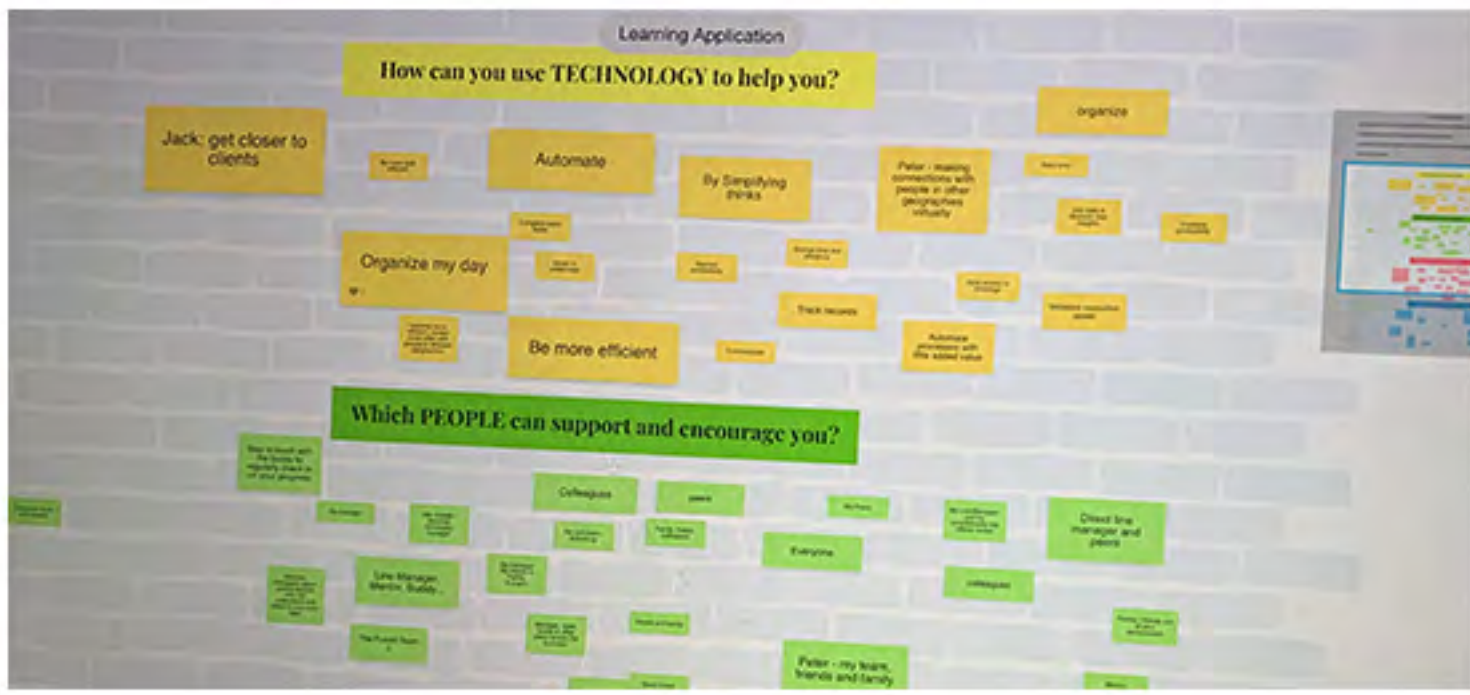


Unique 'in-the-moment' mechanic

- Participants entered the meeting and, at any time, could 'pause' the meeting to reflect and be coached by their colleagues, and then 'rewind' time and experiment with new approaches

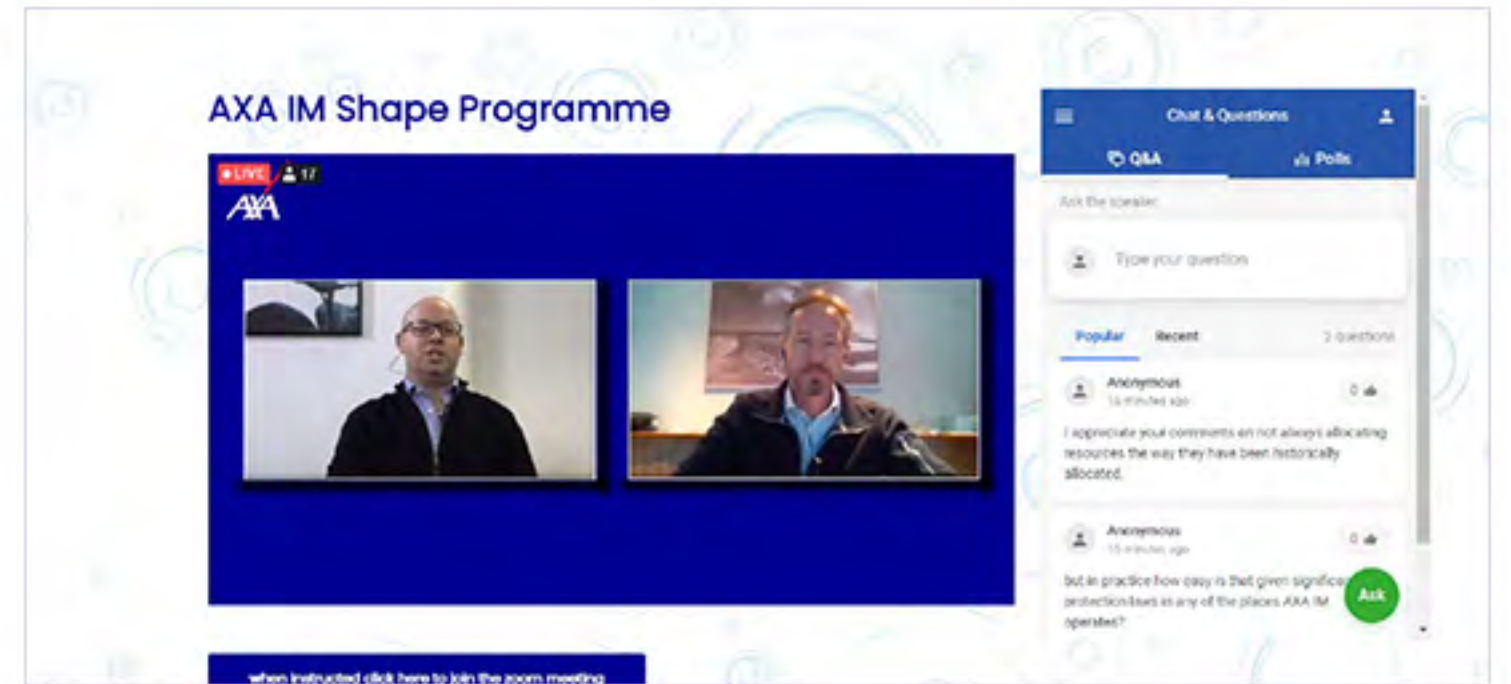


DIGITAL ENGAGEMENT



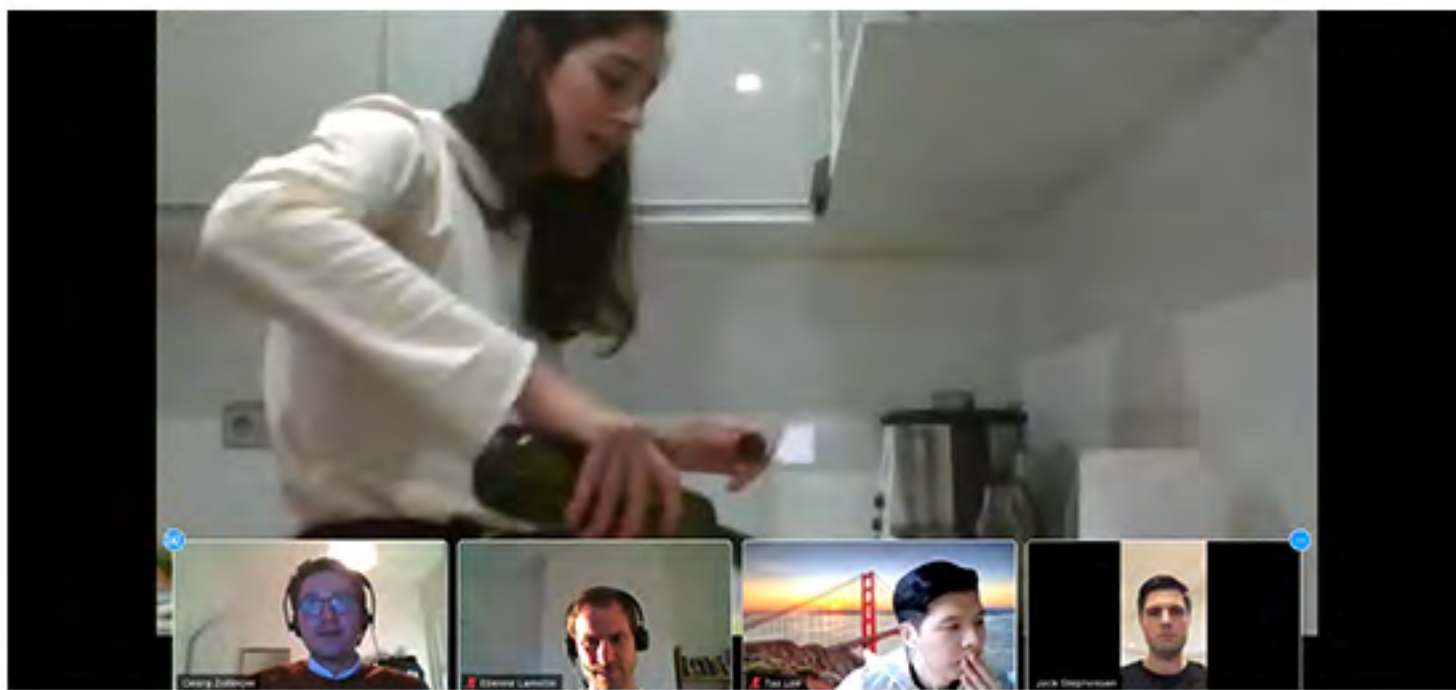
Collaboration Tool

- Use of client's preferred team collaboration tool, Klaxoon, for both 'in-the-moment' and 'at leisure' activities, and allows for post-event sustainability



'Meet the Board'

- Up-close-and-personal 1:1s with key board members, allowing the participants to pose their questions directly to the Board and hear their unscripted, authentic responses



Wellbeing sessions

- Peer-led, voluntary, wellbeing sessions were offered to participants to get to know each other more personally, as well as practising 'balance' in work/life integrations

PARTICIPANT FEEDBACK

An average of **4.6 out of 5** was scored by participants across all content sessions when asked:

IF THEY WERE **HELPFUL**
TO THEIR JOB AND
MOTIVATIONAL

ABOUT THEIR
USEFULNESS

WHETHER THEY HAD
A HEALTHY BALANCE
BETWEEN **THEORY**
AND **EXERCISE**

While our experiential '**Lead Coach and Empower**' half-day exercise scored **4.8 out of 5**.
And, every session showed an average **learning shift of 65%** according to participants' self-evaluation.

PARTICIPANTS WERE ASKED TO DESCRIBE THEIR EXPERIENCE IN ONE WORD...

Discovering
Adaptability Rewarding Excited Self-reflection
Enlightened Agility Awareness Listening
Engaging Development Discover Network Share
Onboarded New Informative Surprised
Fun Interaction Exposure
Motivated Transformative Diversity Amazing Challenging
Enthusiasm Communication

CLIENT FEEDBACK

"It was great to see live the inventive agenda you designed, mixing a variety of experiences... amazingly well done... creative design and impeccable execution!"

- Head of Talent Development, Global Financial Services Giant

