

# A Compass to Career Development

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## Change Management in Need of Direction

A mid-size Swiss-based company selected a new Executive Leader to lead a highly profitable, highly regulated business division.

To drive the division's change agenda, the Executive Leader created a 'Senior Change Management Lead' role. In addition to being key to the division, the role provided a unique career development opportunity for the right internal candidate.

The dynamic and driven professional hired did not yet have experience recognizing potential development opportunities. Since the company did not offer competency matrices and/or career ladders as a developmental tool and the Executive Leader had little time for managerial coaching, the new Senior Change Management Lead felt the need for guidance.

## A Good Coach Looks for Strengths

SESIL PIR Consulting was selected to provide leadership coaching for the new Lead, focusing on three key areas:

- Uncovering the Lead's strengths and identifying practical ways to apply and improve them
- Targeting the Lead's weaker areas for development
- Helping the Lead formulate an achievable and sustainable career path

To quickly identify their strengths and weaknesses, the Lead completed our written Competency Assessment. Information gathered during the assessment, such as professional interests and previous career experience, allowed SESIL PIR Consulting to prescribe personalized development options.

## Skill Building was the Perfect Solution

During coaching sessions, the Lead expressed interest in positions that utilized strong technical and creative abilities, reinforcing information uncovered through the Competency Assessment. Brainstorming discussions with the Manager and the Lead led to a variety of development paths. The Lead was eager to use SESIL PIR Consulting's recommendations to strengthen the skills required for the current job and develop weaker areas in preparation for future opportunities.

## Quick Results on the Path to Success

During an intensive 12-week series of counseling sessions, the Lead developed the tools necessary to independently identify and seize career development opportunities.

## Contact Us

Looking for executive coaching and/or career coaching? We may have just the right coach for you. Please contact us at [sesilpir.com](https://www.sesilpir.com).