



Global Utilities Company: Executive Leadership Team Learning Together ... Without Leaving the Office

SCENARIO

As a global leader in the utilities industry, the company’s core business is distributing energy to homes and businesses while supporting local economic growth and global sustainability.

With the utilities industry facing major transformation — digitalization and new technologies are disrupting industry norms, and climate change is inducing companies to decarbonize energy networks — leaders must develop big picture solutions to emerging challenges unlike any this industry has seen before.

Since the majority of the company’s executive leadership team knew only a stable, unchanging past, they needed fresh skills in embracing and enabling much-needed change if they were to lead the industry. And they needed these skills now. However, with leaders’ schedules, time zone differences, and global locations, traditional training approaches wouldn’t work.

SOLUTIONS

Entelechy, in partnership with the organization, created a social learning experience to instill critical leadership topics and skills in the organization’s most senior leaders, effectively creating a cohesive leadership culture across the business. Curated from industry experts, the program highlights thought-provoking articles and videos alongside Entelechy’s award-winning content from *Unleash your Leadership Potential*. Facilitated by Entelechy’s master trainers on the NovoEd social learning platform, the new senior leadership development program features:

- **45 minutes of company-specific leadership competency-based content per week across 26 weeks.**
- Regular **peer discussions** and **experience sharing** within cohorts.
- Cohorts of **global senior leaders** for **transnational collaboration**.
- A unique blend of **virtual, self-driven, instructor-led, and social learning**.



The [program] will enable our leaders to think in a more powerful way about themselves, their people, our leadership network and the customers we serve. I believe this learning is aligned with our three strategic priorities and is well-supported by extensive research and solid Senior Leadership input.

CEO, Global Utilities Company

EXPECTATIONS

As a result of participating in the 26-week program, executives will be equipped to take an active role in leading change within their functions and organizations. Through the development of “Bright Ideas,” senior leaders will pave the way for new concepts to be analyzed and executed quickly within their groups. This increase in agility and focus on leading change will enable the organization’s senior leaders to propel the company through the challenges facing the utilities industry. As a result of attending the program, leaders will:

- **Identify** high impact changes affecting the organization.
- **Implement** blueprints for departments to execute high impact changes quickly.
- **Cultivate** a culture of innovation, critical thinking, and customer-focus beginning with the executive team.