

Building Effective Mid-Level Leaders: A Customized Training Program for a **Logistics Company**

Challenge:

A leading logistics company (LC) sought a customized leadership development program for their mid-level leaders, rather than a generic one-size-fits-all solution. Their focus was on enhancing self-awareness, motivation, self-management, and decision-making skills. The client appreciated the opportunity to collaborate on a program that directly addressed their unique leadership challenges and goals.

Solution:

Koenig Solutions designed a customized training program:

- **Phase 1:** Modules 1, 2, 3 - Self-Awareness, Motivation, Decision Making.
- **Phase 2:** Modules 4, 5, 6 – Self-Management, Motivation, Leading Change.

Customization and Delivery:

Tailored Content: Koenig Solutions conducted a detailed discovery process to understand the LC's specific requirements. This included meetings with their primary SPOC, other key stakeholders, and a needs assessment to identify gaps in their existing leadership training.

Phase 1:

- **Content and Delivery:** Training delivered by FL-Coursedot in Poland. This phase included self-awareness, motivation, and decision-making modules over two days, with content provided by Coursedot.

Phase 2:

- **Content and Delivery:** Content designed by our team with presentations and speaker notes prepared. Training delivered over two days in Riga, Latvia via FL.
- **Unique Features:** Included comprehensive presentations, speaker notes, and innovative delivery methods tailored to the LC's specific needs.

Implementation and Execution:

Key Milestones and Timeline:

- **Phase 1:** Completed in June 2023, successful delivery with high satisfaction.
- **Phase 2:** Content creation and delivery were completed within three months, with the training conducted in October 2023.

Challenges and Solutions:

- Initial challenges in designing Modules 4, 5, 6 (Self-Management, Motivation, Leading Change) were overcome by collaborating with Koenig's trainers.
- We needed to find a new trainer for the second phase of the training due to the unavailability of the initial trainer who conducted the first session.

Results:

- **Quantitative and Qualitative Results:** The client was happy with the training program's delivery.
- **Client Feedback:** Feedback received from the client and their employees indicated high satisfaction with the training provided.
- **Notable Improvements:** The training provided opportunities for meaningful collaboration and learning from peers, enhancing the participants' leadership skills.

Client Testimonial:

“The leadership training was highly effective and relevant to the participants' roles. The training sessions, particularly on Leading Change, were insightful and beneficial. The trainers were knowledgeable and engaging, creating a conducive learning environment. The tools and resources provided were adequate, and the group activities fostered meaningful collaboration. The training covered the essentials for mid-level management, helping participants learn how to manage and deliver results across multiple cultures.” - **Employee**