

# BREAKING BARRIERS: HOW PIERCING STRATEGIES TRANSFORMED LEADERS IN A FORTUNE 250 COMPANY



## CHALLENGE

Inclusion and diversity have become buzzwords in the corporate world. Companies recognize the importance of creating a diverse and inclusive workplace, but often struggle with implementation. A Fortune 250 company recognized that it needed to improve the inclusive skills of its leaders and enlisted Piercing Strategies to help its leaders be better equipped to lead diverse teams, build trust and influence higher employee engagement and retention.

## SOLUTION

Piercing Strategies implemented the **Focus Forward Inclusive Leadership Program** that included workshops, small group cohort sessions, and action plans. The goal was to increase the level of understanding of an inclusive leader's roles and responsibilities and improve the level of confidence in creating a sense of belonging and psychological safety within their teams.

At the beginning of the **Focus Forward** program, Piercing Strategies conducted a baseline assessment to measure the managers' understanding and confidence levels. The results showed that the managers had moderate understanding and confidence in their inclusive leadership skills.

Over the eight months, the managers attended workshops on topics such as interrupting unconscious bias, inclusive hiring and interviewing, cultural intelligence and building leadership coaching skills. They also had small group cohort sessions with Piercing Strategies coaches to discuss challenges in real-time and develop action plans.

## RESULTS & OUTCOMES

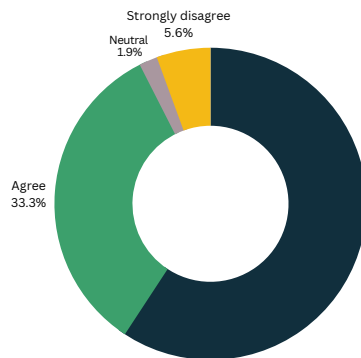
At the end of the **Focus Forward** program, Piercing Strategies conducted a follow-up assessment to measure the program's impact. The results showed a significant improvement in the managers' understanding and confidence levels.

The level of understanding of the roles and responsibilities of an inclusive leader increased by 28%. The managers had a much better understanding of how to create an inclusive environment and how to be an effective leaders in a diverse workplace.

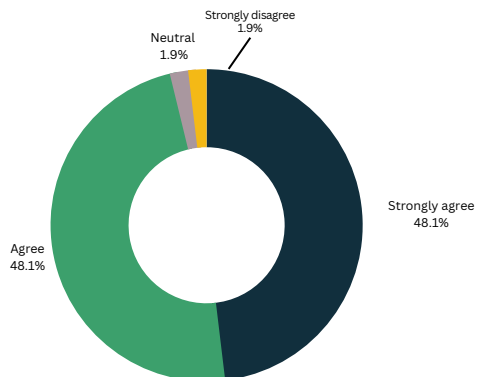
The confidence level about how well they were creating a sense of belonging and psychological safety with their team increased by 24%. This was a significant improvement, as psychological safety is essential for creating an inclusive workplace where all employees feel valued and supported.

Overall, the **Focus Forward** program was a success. The leaders at the Fortune 250 company now have a better understanding of the importance of inclusion and diversity in the workplace, and they have the skills and confidence to be effective leaders in a diverse environment.

Additionally, the leaders who participated in the program felt more inspired and motivated to lead their teams, This outcome indicates that the program not only improved leadership competencies but also helped the leaders to develop themselves personally and professionally.



The Focus Forward program was **relevant** to my role as a leader.



The Focus Forward program will help me to make **positive changes** in my **future behavior**.

If your organization is looking for support in developing the inclusive leadership skills of your team members or has an initiative in progress that is not delivering the results that you want, let's chat.

To learn more about how Piercing Strategies can help your organization, visit our website at [www.piercingstrategies.com](http://www.piercingstrategies.com)