

# Elevating the leadership mindset...

## Case study



### Client need

A leading provider of software for property and casualty insurers recognized a need to become more agile and tap into its full capabilities. To do so, the company needed an engaging way to virtually build excitement within the group, which was located remotely, while expanding its leadership skills, particularly for financial leaders.



### The solution...

In order to equip its leaders with a mindset for success, the company experienced the **Multipliers Simulation**, based on Liz Wiseman's groundbreaking book, *Multipliers: How the Best Leaders Make Everyone Smarter*. The program helped participants:

- Learn to "multiply" the talent and intelligence of others, applying specific mindsets and behaviors **to bring out twice the intelligence of their teams** despite the distance through capitalizing on individuals' strengths.
- Avoid "Accidental Diminishers," which are actions and words that, despite the best of intentions, lessen their team's contributions.
- **Reach their own "a-ha" moments** by working through realistic and challenging scenarios, participating in rich virtual discussions, and reflecting on their own interactions and relationships in a risk-free environment.
- Visualize how the **new agile culture** and approach would unfold for the organization.



### Results

"[The Multipliers Simulation] was really easy for me to bring [to my team]. You are a great company to work with and the Multipliers Simulation is a real sweet spot."

- Director of Learning and Organizational Development

"We look forward to cascading Multipliers to other parts of the organization and tapping into the great stores of brainpower..."