Large oil and gas company

Getting a costly project back on track

CHALLENGE

We faced the challenge of aligning the engineering and construction teams on an offshore oil rig construction project. Miscommunication had led to budget and scope issues. Our task was to unite the leadership and restore optimal performance across both teams.

ACTIONS AND OUTCOMES

Through DEV:Q mindset diagnostics, individual coaching, and an alignment workshop, the team identified that friction stemming from differing perspectives on value was affecting how requests were communicated.

This awareness sparked a productive dialogue on addressing needs in an empowering manner, leading the project back on track to meet its deadline.

Mid-sized engineering consulting firm

Evaluating the effectiveness of leadership programs

CHALLENGE

We were tasked with assessing current leadership as part of a safety culture transformation. Our focus was on Environmental Health and Safety (EHS) leaders across multiple national divisions to identify traits contributing to consistent high performance.

ACTIONS AND OUTCOMES

Our DEV:Q mindset diagnostics and the leadership debrief revealed that all top-performing leaders shared identical role preferences. This insight demonstrated that the internal leadership program consistently produced similar leaders. Consequently, our client reinforced the program and extended it to other divisions, exploring methods to ensure consistent performance across leaders' teams.

Large multinational construction firm

Aligning organizational cultures across continents

CHALLENGE

We guided C-Suite leaders of a large Japanese engineering firm in aligning the culture of a newer Middle East division with their Japanese divisions for a global initiative. Our client sought to gain an objective understanding of the different cultures within the organization to enable better communication and alignment across divisions.

ACTIONS AND OUTCOMES

Using DEV:Q mindset diagnostics and interview findings, we identified that the leaders responsible for unification tended to be reactive, preservation-oriented. This helped the C-suite architect a more balanced team to drive the initiative. The result was so successful that we were asked to tackle another large division in a different country with the same objective.

Large regional fast food franchisee

Understanding the mindsets of your best general managers

CHALLENGE

One of the largest franchisees of a national fast food brand was interested in identifying predictive characteristics of high performing restaurant, general and district managers and their roles for use in future organizational planning and hiring.

ACTIONS AND OUTCOMES

Using the DEV:Q mindset diagnostic, we assessed managers from 40 different franchises, resulting in a clear profile of high-performing attributes and insights and the demographics that embodied these attributes the most. The successful talent management campaign that ensued, combined with the job role bandwidth insights we were able to deliver, resulted in a second wave of assessment with 30 more franchises in another state.