

## SUCCESS STORY

# Accelerating Leadership Cohesion and Performance in a Global Medical Device Company

### The Problem

## Enhancing Senior Leadership Cohesion in a Global Medical Device Company

A global medical device company was undergoing significant organizational changes and sought to enhance the cohesion and performance of its senior leadership team. The team, composed of senior leaders from the R&D division within the Cardiovascular Operating Unit, faced challenges from a dispersed global structure and recent transitions. The company aimed to:

- Build team cohesion and trust among senior leaders.
- Assess strengths and identify areas for improvement within the team.
- Develop actionable strategies to drive the team and organization toward high performance.

Additionally, the program needed to address key topics such as team building, talent development, trust-building, and managing a global, dispersed team. To achieve these goals, the company required a facilitator with deep expertise in leadership development, experience in the medical device industry, and knowledge of its regulatory environment.



## The Solution

# Customized Leadership Development for Enhanced Team Dynamics

Clarity Consultants deployed a seasoned Senior Learning Strategist, Instructional Designer, and Facilitator with extensive experience designing and delivering transformative leadership programs for Fortune 500 companies. The facilitator began by conducting a detailed needs analysis to understand the team's dynamics, challenges, and desired outcomes. Based on these insights, a tailored 2-day in-person leadership program was designed to address the unique needs of the R&D leadership team.

The program included pre-work, such as personality assessments and diagnostic tools, to prepare participants for the sessions. The agenda was carefully structured to balance instructor-led sessions with interactive workshops, encouraging engagement and practical application. Key areas of focus included accelerating team development, building trust, fostering collaboration, and enhancing the team's ability to present a unified voice in organizational decisions. Real-time diagnostics were utilized during the offsite to evaluate team effectiveness and prioritize actionable strategies. The program was designed to equip the leadership team with practical tools and frameworks to enhance trust, alignment, and communication.

Learn how Clarity can create future-ready employees through expertly-designed and delivered L&D solutions. Visit our website [clarityconsultants.com](https://clarityconsultants.com) or call **800.330.6558**.

### Breakout Quote from Client

"We want to take the opportunity to thank you for an amazing two days. The feedback from the entire leadership team has been very positive. The outcome has been groundbreaking for this new team."

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### The Results

## Transformative Outcomes and Strategic Alignment for R&D Leadership

The tailored 2-day in-person leadership program delivered significant and measurable outcomes for the R&D leadership team. The team progressed rapidly through the forming, storming, and norming phases, establishing a stronger foundation for collaboration. Structured diagnostics provided actionable insights into the team's strengths and improvement areas, enabling the development of clear action plans. These plans focused on enhancing trust, fostering collaboration, and strengthening their ability to influence organizational decisions effectively.

The program emphasized critical performance drivers, resulting in increased alignment on R&D's role as a high-performing organization and a reinforced commitment to talent development as central to the team's mission. By the conclusion of the program, the R&D leadership team had achieved greater cohesion, a clearer understanding of their collective strengths and challenges, and actionable strategies to drive long-term organizational success.

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