

FORTUNE 500 AEROSPACE & DEFENSE COMPANY

CHALLENGES

The business challenges that led to evaluate and ultimately select InsideOut Development:

- Greater performance and communication through coaching conversations
- 44% of employees said their immediate manager coached in career development.
- Better success in building a coaching culture
- Implementation of a coaching mindset to drive performance/bench strength/engagement

USE CASE

Departments that utilize InsideOut

Development methodologies/programs:

- Leadership development program for managers, HR professionals, and hi-potential leaders.
- How they measure coaching success at their organization:
- Improved employee satisfaction
- Improved work culture
- Improved managerial confidence
- Decreased turnover
- Increased employee engagement survey scores
- More specific business objectives

Company Profile

Company:

Fortune 500

Company Size:

Large Enterprise

Industry:

Aerospace & Defense

About InsideOut Development

InsideOut Development turns managers into leaders by making it easy to have effective coaching conversations that develop and focus people. Their coaching framework empowers coaches to align teams and spark ownership of outcomes.

Learn More:

 [InsideOut Development](#)



It is an important learning experience for leaders to have a **paradigm shift to a leadership style of asking versus telling for solutions.** Leaders are practicing having InsideOut conversations which empower their teams.



RESULTS

The surveyed organization achieved the following results with InsideOut Development:

Key benefit realized since working with InsideOut Development:

Increased number of meaningful conversations between supervisors and employees



Improvement realized in the following areas since working with InsideOut Development:

- Employee engagement
- Retention
- Specific team performance metrics
- Internal promotions
- Manager-employee conversations

The organization realized an impact immediately after implementing InsideOut Coaching.

