

The Client Context: Powering the Future with Next-Generation Leaders

The client is a Scandinavian **company in the energy industry**, operating on a global scale. Faced with the rapid transformation of the energy sector—driven by sustainability mandates, digitalization, and geopolitical shifts—the company recognized the urgent need to invest in its **pipeline of future talents**.

The Goal: To proactively develop high-potential young professionals into innovative, self-aware, and consistently effective professionals and leaders capable of navigating the sector's inherent complexity and driving long-term organizational growth.

The Challenge: Developing Deep Leadership Identity in Young Professionals

The challenge was to design a program that went beyond standard management training. It needed to:

- **Foster Early Identity:** Help young global talent articulate and commit to "**what kind of leader they want to be**" early in their career trajectory.
- **Sustain High Performance:** Equip participants with practical tools for **personal energy management** and resilience to prevent burnout and maintain consistent output in a demanding industry.
- **Drive Consistent Innovation:** Integrate the concepts of innovation and growth not as separate initiatives, but as fundamental aspects of their daily leadership and operational mindset.
- **Global, Long-Term Engagement:** Keep a diverse, globally distributed cohort engaged and learning continuously over a **full-year period**.

The PerformGlobally Solution: The Year-Long Global Talent Accelerator

PerformGlobally developed and delivered a **one-year, modular talent program** specifically for the client's global pool of young professionals. The program was designed as a sustained journey to build foundational leadership identity, capability, and resilience.

Program Design Principles:

1. **Identity-First Leadership:** The program was rooted in **self-reflection and personal definition**. Instead of immediately focusing on team management, it prioritized helping participants define their **leadership purpose** and values, ensuring their external actions were aligned with their internal compass.

2. **Sustained, Contextual Learning:** Unlike short interventions, the year-long structure allowed for deep dives into modules, **practical application** back on the job, and **structured reflection** between sessions—turning learning into habitual behavior.
3. **Holistic Energy Management:** Content was directly linked to **high-performance psychology and physiology**, focusing on how leaders maintain **optimal energy (physical, emotional, mental)** to sustain innovation and navigate stress.

The Three Pillars of Development:

The curriculum was structured around three interconnected dimensions of leadership mastery:

Development Pillar	Core Leadership Questions Addressed	Key Modules & Topics
Leading Self	"How do I define my leadership identity and keep my energy up?"	Self-Awareness & Values, Personal Energy Management , Resilience and Stress Navigation, Defining Future Leader Archetype.
Leading Others	"How do I build and inspire high-performing teams?"	Fundamentals of Delegation & Feedback, Situational Leadership, Team Dynamics, Influence Without Authority , Emotional Intelligence in Communication.
Leading the Company	"How do I innovate and grow consistently within the company context?"	Agile Mindset & Priority Setting, Innovation Practices, Navigating Organizational Change, Strategic Thinking & Vision Setting.

Implementation & Continuous Impact

The program's success lay in its sustained, blended delivery model:

- **Modular Learning:** The year was divided into focused modules, often starting with intensive, in-person or virtual kick-offs, followed by online peer coaching, project application, and reflective journaling.
- **Global Peer-to-Peer Cohorts:** Young professionals from different countries and functional areas were intentionally grouped. This fostered a **global network of**

future leaders who collaborated on real-world business challenges, driving cross-cultural understanding and innovation.

- **Action Learning Projects:** Participants worked on strategic innovation projects directly relevant to the energy company's future (e.g., digitalization in operations, new customer engagement models). This ensured the learning was **explorative, practical, and immediately value-generating** for the client.

The Outcome: An Empowered and Future-Ready Talent Pipeline

The program delivered new cohorts of young professionals who were not only more skilled but fundamentally more self-aware and purpose-driven:

- **Clarity of Purpose:** Participants graduated with a clear, articulated understanding of their desired leadership style, empowering them to step into roles with greater confidence and intentionality.
- **Sustainable Performance:** By embedding tools for **energy management and resilience**, the client reduced the risk of burnout among its high-potential talent, ensuring consistent contribution over time.
- **Culture of Consistent Growth:** The focus on innovation and growth as a daily practice instilled an **entrepreneurial and agile mindset**, preparing the talent to be catalysts for transformation within the organization, crucial for the evolving energy sector.

"Investing in this program was a critical strategic move. It didn't just teach management skills; it gave our young professionals the tools to define and sustain their unique leadership purpose. They are now actively driving innovation and bringing a new, sustainable energy to our organization."

— *Anonymous VP, Global Talent & Development*