

Growing Talented Leaders: European Leadership Programme

HITACHI
Inspire the Next

Client Situation: There are over 100 Hitachi Group companies that operate across EMEA, many operate independently within the Japanese conglomerate and contribute to Hitachi's core mission, vision, and values.

More recently there has been a strategic move to maximise the potential of Hitachi through closer collaboration between group companies. The European Leadership Programme is the flagship development programme for high potential leaders from within these Hitachi companies.

One of the key goals is that the programme builds the kind of leadership behaviours needed for true collaboration and the challenges of working within a Japanese global organization.

Gwen Stirling-Wilkie has been the Client Director for the programme for six years, working through one of our partnering organisations Berkshire Consultancy Ltd.

The Solution: A seven-month modular programme that uses a number of innovative approaches in the design. There are three core modules, interspersed by small group action learning sessions.

Each participant works on an individual change project and brings the challenges they are facing to their action learning group.

Innovative use of actors encourages participants to be more skilful in holding difficult conversations.

Key elements of the programme are:

Module 1: My Self As A Leader

Module 2: Leading Others

Module 3: Leading The Organisation

Action Learning Groups: bringing learning to life

Final Presentation Day: sharing with senior leaders and managers

Impact:

Participants frequently say that the ELP is the best training they have ever undertaken and that it has made a real difference to them in their self-awareness, approach to work and relationships, how they make decisions, influence others, delegate and implement change.

The action learning groups accelerate the impact and application of new knowledge and skills.

Relationships and networks built across Group organisations have led to new business opportunities and innovative client solutions

Visibility of high potential talent is showcased at the final presentation day

Many ELP participants are promoted shortly after attending the programme

Feedback from the client: *Gwen has a very business-focused approach and always positions our development programmes in a broader strategic context. This, along with her skilful facilitation, makes ELP one of the most valued programmes in Hitachi's development calendar.*

