

# Case Study

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## **Situation:**

KP is a senior leader in a global telecoms company.

*“Looking outwardly at really successful leadership I wondered; what are qualities that set respected and successful leaders apart? I read articles and books spelling out the qualities of leadership and thought; ok I might (might was the subject of another session!) have some of these qualities however what is it that they have that sets them apart – there has to be some magical quality... I can’t put my finger on why these leaders are successful and I’m not – what’s the magical quality or x-factor as I call it?”*

## **Actions:**

- Getting clear on the question
- Identifying beliefs and motivations
- Subjective and objective self-evaluation

*“I worked this through with Steph, we had great sessions, where we examined what the x-factor was for me and what to do. We broke down my beliefs, examining and challenging each belief to get to the root cause – this had a lasting effect. My x-factor was self-belief to believe in myself and use these tools I had. The answer may have been easy, believe in yourself; would that have had a lasting effect by not tearing all the “demons,” away? I suspect not, the journey taught me a lot.”*

## **Results:**

*“The proof is in the effect that this had on me. My motivation for coaching sessions was to be successful at my job and progress at a rate I was dictating. This rate was accelerated for me, and I am in no doubt Steph’s work had a part to play in this.*

*Something tangible? I was asked onto a leadership programme of 30 people in a company of 10,000 and, as part of that, was asked to take on a relatively (shows my ambition!) senior role.”*

KP, Senior Leader, Global Telecoms Organisation