



**CASE
STUDY**

Global Medical Device Manufacturer

The Challenge:

Developing an Effective Senior Leadership Team

This global medical device manufacturing organization is experiencing rapid growth in two ways: through acquisitions and organic growth. It faces challenges in integrating the leaders, cultures, and business processes of the companies it acquires. The senior leadership team recognizes these challenges and seeks guidance in meeting them. Because of its importance to the success of the entire organization, a primary focus is being placed on the variety of leadership styles and how they are being integrated. Of course, this presents challenges in determining the leadership styles, behaviors, and values the new organization desires moving forward.

The Solution:

Regularly Scheduled Leadership Team Sessions

Multiple leadership team sessions have been conducted and future work has been scheduled. An assessment was conducted producing a personal profile for each member of the leadership team. The assessment results provided information regarding communication, team contributions, leadership approaches, and interpersonal skills. Leadership methods and strategies have been discussed and defined to increase effectiveness within the organization. Organizational direction and structure continue to be analyzed and discussed.

The Result:

Progress – with Continued Leadership Development

The organization continues to develop as new acquisitions change organizational dynamics. The leadership team progresses in establishing roles, levels of authority, organization structure changes, and consistent process and procedure adoption. Future sessions are scheduled to continue leadership development, identify consolidated organization strategies, and assess mission, vision, and value statements. LOS has partnered with this organization for over three years, providing guidance through continued change.

Leadership & Organization Solutions, LLC

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