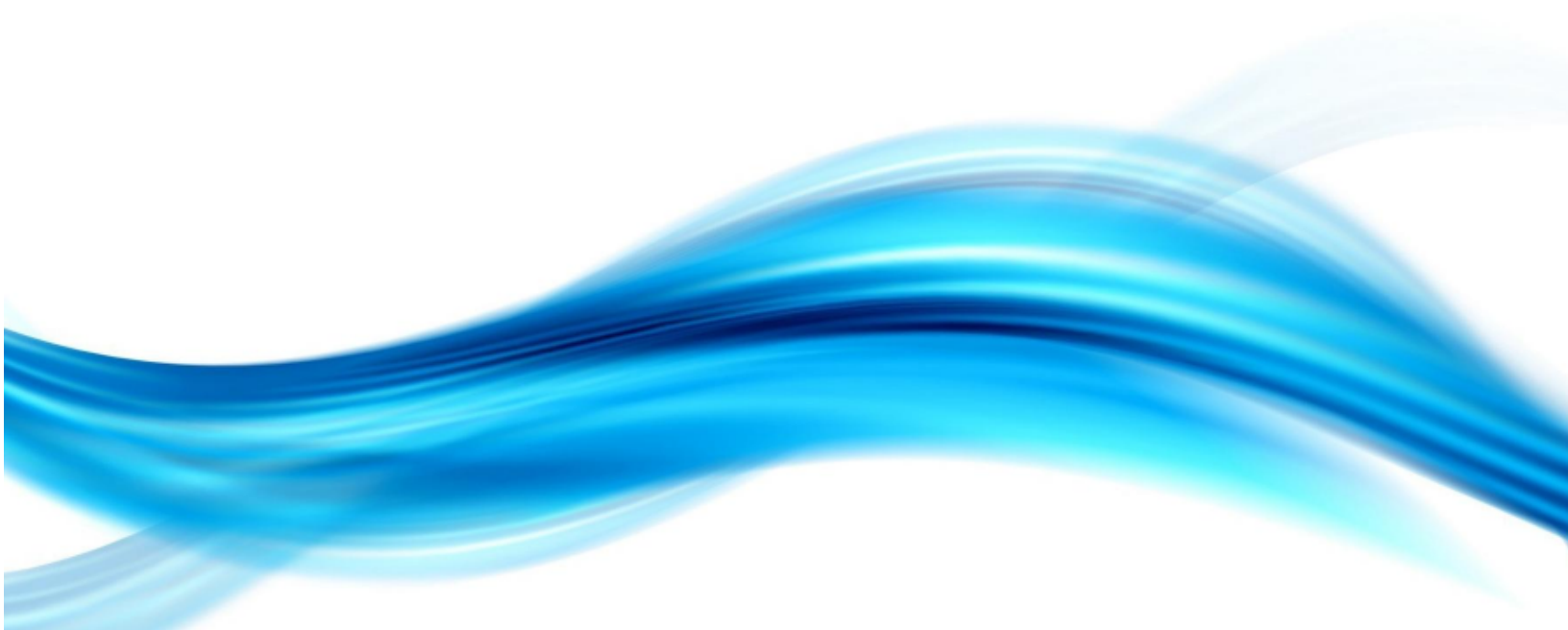


## New high-performance leadership development.

We delivered.

Our organization-wide leadership skills program led a 50% reduction in turnover and significantly reduced new Project Manager development time.



With a new leadership team in place and surging demand, we developed a strategic program designed to quickly and effectively develop skilled project managers and improve collaboration to reduce turnover.

### The Challenge

After the housing and construction industries were crippled by the most recent economic recession, one of the largest home builders in Houston – a top 25 home builder in the United States – faced the suddenly white-hot housing market. In addition to a shortage of qualified project managers, the client had recently experienced a significant change in leadership direction.

### The Process

The client's prior leadership regime focused on rigid command and control. To meet demands and accommodate growth, we needed to implement a new leadership strategy focused on training skilled project managers to:

- Empower employees and trades,
- Develop and maintain relationships using open, two-way dialog, and
- Provide proper, constructive feedback to further develop employees' skills.

### The Solution

With a new management team in place, we had the opportunity to work with the client to establish a "new way" of leadership. We agreed on a leadership strategy to set a path to develop existing and up-and-coming leaders as quickly as possible. We conducted multiple group sessions, to actively facilitate and not "train" managers on leadership techniques and expectations. We

established a collaborative process for mutual development focused on the overall success of teams and the entire organization.

In the beginning, many tenured leaders were hesitant to buy-in. As the development program continued, it became clear to all involved that the strategies we discussed and implemented were a far superior way to lead and achieve company-wide success.

We included individual coaching with smaller group sessions for homogeneous teams. We also focused on intensive, one-on-one executive leadership coaching for both construction and corporate senior leaders.

### The Results

Over the course of this leadership effort, leadership style, direction and behavior changed substantially. Senior-most leaders recognized the success path and insisted that 100% of the construction management staff be involved in the leadership development program. The program resulted in turnover being cut in half, and developmental time for new construction hires to become project managers has been reduced by over 50%.

You can learn more about us at:  
[www.triangleperformance.com](http://www.triangleperformance.com).



Sector: Home Building, Construction

Solution: Leadership Development

Challenge: New leadership team, surging demand, need for trained project managers.

Results: Turnover cut in half, developmental time for new hires reduced by 60%.

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