



Turner

The Challenge:

Considering the rapidly evolving context confirmed by the Information Security division at Turner, the CISO desired to develop a deep bench of talented leaders focused on delivering complex initiatives collaboratively across the company.

Turner needed their emerging leaders within the Global Technology & Operations Information Security Office (ISO) to move from a purely technical skills and tactical mindset to one of enhanced communication and people skills.

Our Solution:

A seamless 9-month Leadership Development Program that paired custom workshops, designed and delivered by Clearwater, with Turner branded L&D content delivered by Turner. We married 4 half-day Clearwater practicums to 3 half-day Turner workshops for a robust program anchored in self-awareness and developing the art of influence and problem-solving skills.

Components of the program included:

- DiSC behavior assessment tool for effective communication
- 360 Feedback for self-awareness and development
- 1:1 Executive Coaching
- 7 Instructor led practicums and workshops
- Custom designed content
- Self-led cohorts for problem solving practice and sustained learning
- Management support between sessions

The Outcomes:

- Individual Development Plan
- Enhanced problem solving capability
- Greater self-awareness and management of blind spots
- Higher level of confidence managing up
- Appreciation for others on team; intentional commitment to valuing diversity
- Greater understanding of the impact of unconscious bias

"Clearwater helped me develop the types of skills I needed to evolve from managing people to leading them. When it was time to craft a leadership development program for my team, I chose Clearwater. They worked with our corporate development team and my senior leaders to develop a seamless program that leverages in-house training supplemented with Clearwater's innovative custom training - all helping to build our next generation of leaders. You know the training is working when you see your team use the skills, language and techniques taught by Clearwater to achieve success - right before your very eyes."

Pete Chronis
Senior Vice President, CISO, Turner