

FUSION

Inspiring and developing world-class leadership, collaboration, and innovation across diverse teams while achieving measurable ROI.

CASE STUDY

Summary

A global bank wanted to create a world-class development programme that would not only improve leadership capabilities but improve the way the organization collaborated.

We designed FUSION, a dynamic year-long, multi-modular leadership challenge that achieved that and more - incorporating a **real-world project** that delivered tangible business outcomes. To date FUSION has achieved approximately **\$80-100m savings**.

Goal	Transform high potential talent into globally effective, collaborative leaders.
Scope	Each cross-functional, cross-regional cohort consists of 35 managers.
Delivery	Multi-modular, 5x 3-day intensive face-to-face and virtual workshops.
Focus	Leadership and followership behaviours, effective collaboration and networking, personal impact.
Result	Over 3x ROI; winner of three industry awards; repeatedly recommissioned over a 15 year period

Scope

A leading global bank wanted to cultivate a culture of collaboration and innovation across its international teams, whilst rewarding and developing selected high potential leaders.

They required a full-service solution that would bring together their diverse leadership, improve their teamwork and individual skills, and drive lasting change in the organization in line with their priorities that included Sustainability, Global Standards, and Simplification.



Solution

Inspirational Group developed the FUSION programme, a highly intensive, year-long journey consisting of five 3-day residential workshops. Each cohort consisted of 36 international leaders from regions including China, Hong Kong, India, Brazil, Mexico, Dubai, UK, USA, and France.

Using a blend of experiential learning, storytelling, and action-based collaborative problem-solving, FUSION developed leadership behaviours, improved collaboration, and empowered participants to identify personal and organizational improvement opportunities. Placed in cross-functional Action Learning Teams (ALTs), they were tasked with developing quick-win projects that would generate measurable returns and impact across the bank.

The aim was to ensure that participants could 'pay back' the cost of the programme through their projects, driving both financial savings and cultural change, whilst also addressing strategic priorities.

CASE STUDY

Key Components:



Step 1: High Performing Teams

Inspiring high-performance, Leadership, Followership and Partnership, initiating a networking, feedback and co-coaching process.



Step 2: Individuals

Wellbeing, emotional intelligence, leadership styles, stakeholder management, first 360 survey.



Step 3: Change

Decision-making, psychological safety, pitching, refining the team working, networking, feedback and co-coaching process.



Step 4: Momentum

Innovation techniques, attitude to risk, impact on others, engaging stakeholders.



Step 5: Results

Presenting results to senior management team, stretching leadership skills, maintain momentum and payback, second 360 survey.

Success

CASE STUDY

Since its initial inception in 2010, the FUSION programme has been **repeatedly recommissioned**. In that time, it has multiple industry awards, achieved estimated savings of around \$100m, and been entirely self-funding with a **3x return on investment**.

However, there is significant impact beyond financials where FUSION has been attributed as creating:

- A 'can-do' culture where leaders feel accountable **for making a difference**
- **Improved teamwork** both within IT and between IT and other business units
- **Higher levels of innovation**, ensuring maximum returns on IT investments



**\$80-
\$100m**

savings to date

3x

Return on
Investment

10%

Average skills
uplift

Feedback

“

Over several years, FUSION has embedded leadership and followership skills into a critical mass of individuals, enabling us to rapidly form high performing teams. The enduring success is due in part to Inspirational Group's ability to react and adapt to the changing landscape within our organisation and the external market.

- FUSION Sponsor

“

FUSION has turned people around – they are now more confident and more engaged. It has unleashed huge potential.

- FUSION Sponsor

“

FUSION is a life changing program that has provided me with a validation of my capabilities, removed perceived barriers and provided me with a set of dynamic tools that will be used to progress my performance and career.

- FUSION Participant

“

As a programme, FUSION challenged me to analyse my skills and working style introspectively, but also to step up and lead with my sights set on a clearly selected and maintained aim.

- FUSION Participant

Let's talk

Unlock the potential of your people with Inspirational Group.

✉ info@beinspirational.com

💻 www.beinspirational.com

in **Inspirational Group**

Inspirational Group's purpose is to inspire leadership for a better tomorrow.

We exist to ignite the spark in every delegate, and in every client, so they become more successful by adding value to their bottom line, to their people and to the planet.

 **Inspirational**
Group

Certified

Corporation