



CASE STUDY: A SUCCESSFUL AUSTRIAN-RUSSIAN INITIATIVE

#UPLIFTOthers

Evidence-Based Leadership Study

2 min read

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I already shed some light on the Huesch Leadership System and how it can be applied in different cultural contexts. About 9 years ago, it was tested in a large-scale renovation scenario across borders and mentalities.

An Austrian paper industry giant wanted to restructure its site in Russia. On the overall, 9000 employees were involved, and the modernization had to be completed within a year.

We applied the Leadership Climate Index to keep track of progress within the given year. Our goals were:

1. To establish a coherent and sustainable high-quality leadership system on all levels of management.
2. To bring together both sides and build a sense of community that would develop further.
3. To create and nurture cohesion between uncooperative departments and consolidate them on multiple levels.

In order to achieve these goals, we introduced inclusive **#leadership** training both for the top management and directors,

as well as multiple events for the middle management with dozens of participants and a Buddy Learning system. Aside from that, we developed a new communicative & leadership strategy for top management.

In the end, we found that 567 out of 727 surveyed employees reported a **significant increase** in the quality of leadership. Only one index parameter — Unnecessary rules, procedures & administration — did not show any improvement, which was conditioned by ongoing quarterly reportage and thus, a larger amount of paperwork at the time.

The key takeaway is: qualified **#leaders** are instrumental for large-scale changes like these but everyone in the community matters. Only then will you as a leader achieve tangible results.

Need to enhance a large-scale project of your own with a hand-tailored leadership system?

Message me for our program at Global Leadership!

Yours gratefully

Gerald



“My goal is to provide you the most powerful and proven solutions for complex transformations and others challenges you face as a leader - in such a way, so you can use it immediately, with immediate tangible benefits - for you, your team and your organization. Towards the world’s strongest transformation and leadership system at your hand “

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<https://medium.com/@hueschi.leadership/5-steps-for-superior-decision-making-276f5644e763>