

CASE STUDY

Impact of Leadership Development

Fact

Leadership development drives business performance.

Summary

At Peepcoach our mission is to make coaching accessible to all levels within an organisation to drive personal, professional and business success. And our programs work, as evidenced by the case studies below. Talented employees are demanding development, progression and inspiring leadership and are voting with their feet. The numbers speak for themselves: diverse and inspiring leaders drive business performance.

With the cost of attrition, and disengaged and unproductive employees estimated at \$211 billion in Australia alone, investing in talented employees, especially emerging, developing, frontline and women leaders, is no longer a nice-to-have but a must-have. Here are three case studies that demonstrate how Peepcoach is making an impact on business performance.



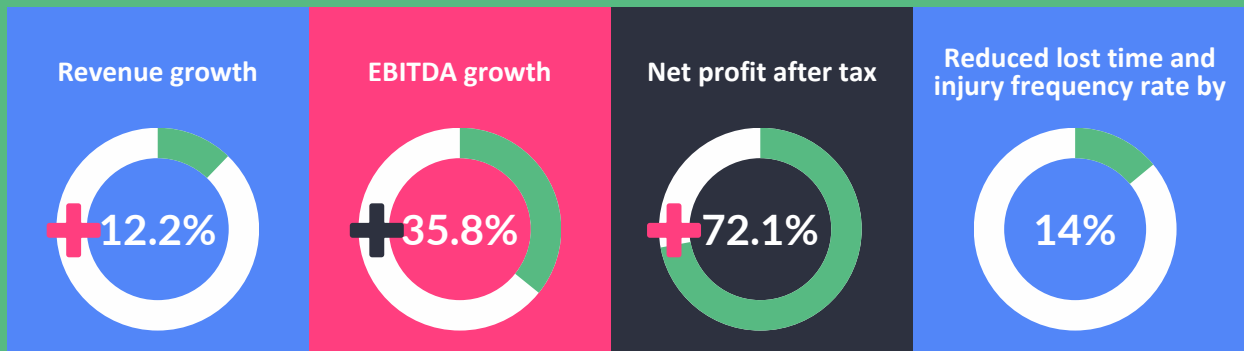
Case Study 1

FMCG and Consumer Goods

Results

Peepcoach partnership

- Commenced: 2020
- Number of leaders supported: 144



Building a constructive culture

‘Fostering an open, supportive, constructive and inclusive high-performing company culture requires leadership from the top. Our Executive Leadership Team (ELT) effectiveness program enables our leaders to model desired behaviours and lead by example. In December, each ELT member completed a leadership impact assessment to build self-awareness around their personal leadership style and learn how to create an environment to allow others to thrive. The program also includes workshops, coaching and robust individual development plans incorporating diagnostic results and personality assessments. The program has achieved positive results, with the expansion of constructive leadership styles since the previous survey. Other development programs include the Thrive senior leaders program, senior leadership team summit, Grow frontline leaders program, and our personal development programs – Connect in Australia and Homegrown in New Zealand.’

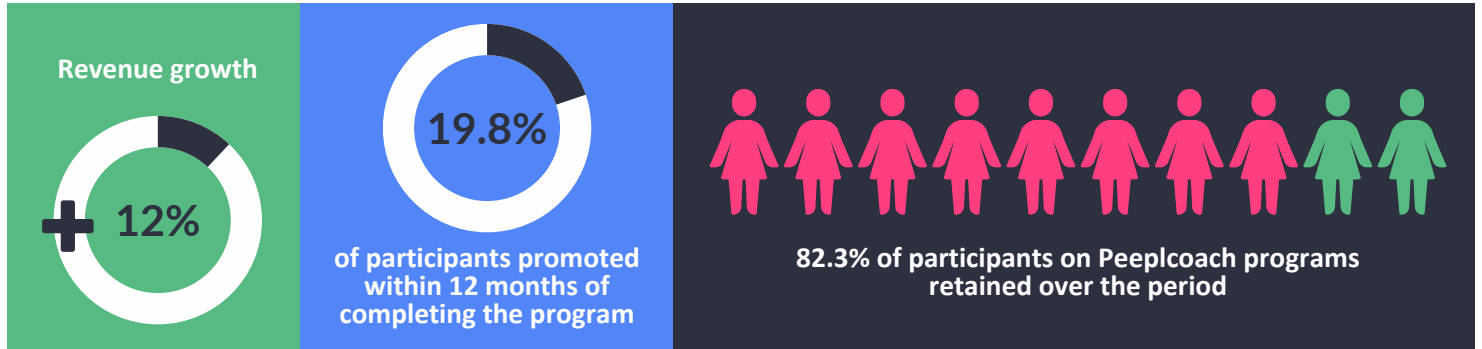
Case Study 2

Property Management

Peepcoach partnership

- Commenced: 2020
- Number of leaders supported: 220

Results



‘I would tell organisations that you cannot afford not to invest in leadership development. Peepcoach is a scalable option that offers 1:1 coaching, which others often cannot, and it is affordable and flexible. Peepcoach is a true partner to us.’

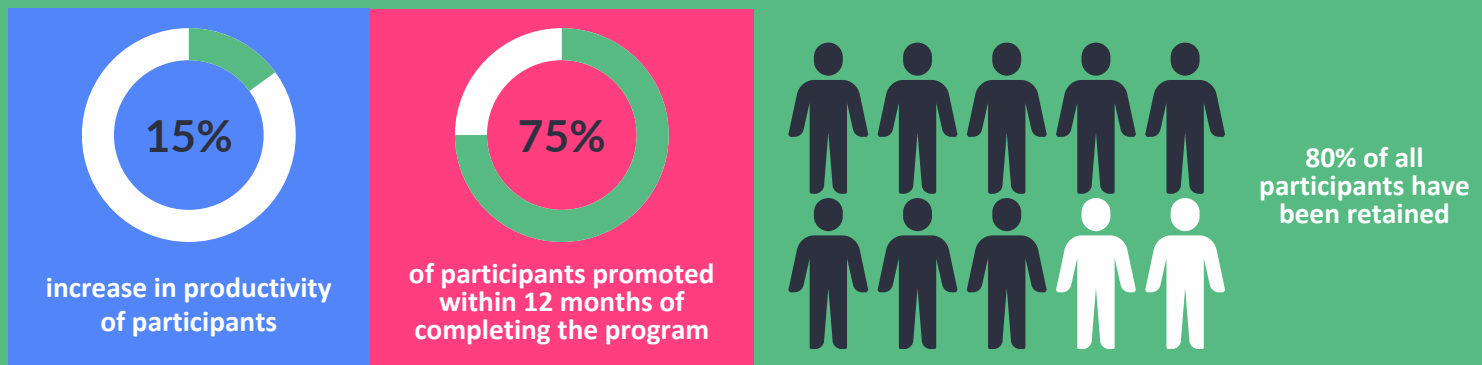
Case Study 3

Technology

Peepcoach partnership

- Commenced: 2020
- Number of leaders supported: 58

Results



‘We have used Peepcoach for the past five years for coaching and have had great results, seeing consistent career progression for the talent we have put through their leadership programs, year after year.’

Sources

1. <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>
2. <https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf>
3. <https://www.vicinity.com.au/assets/sb/f/129601/x/836bfaee8d/2023-annual-report.pdf>
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8. Bega Cheese Annual Report 2020