

### BACKGROUND



Leica Geosystems, part of Hexagon Geosystems, is the world leader in spatial measurement, supplying products and systems for capturing, modeling, and mapping spatial information.

As a result of the appointment of a new VP for Emerging Markets the development of future leaders was seen as critical to driving innovation, sustaining competitive advantage and realising ambitious growth targets within multiple territories.

To realise ambitious growth targets the team needed to drive collaboration across the regions, and encourage the wider business to explore and implement new ways to accelerate growth and continue out performing competitors.

There was a need to invest quality time to explore new opportunities and innovation, whilst at the same time ensure business as usual can continue.





#### THE SOLUTION

Rialto created a Game-Changing Leadership Programme, which focused on strengthening and accelerating internal talent and leadership development initiatives, while driving innovation and a new model of working across the organisation.

The team used a scientific framework, The GC Index®, to help identify future leaders and form high performing project teams. The framework removed any unconscious bias and helped Leica Geosystems identify people with the right capabilities and give them real clarity about the role that they need to play in delivering objectives.

Leica Geosystems brought together individuals across different regions for a 2-day accelerated development workshop to kick-start the step-up performance project. The workshop was designed to provide leaders with insights about the external market and practical skills to help them create their winning edge, which ensured developing successful strategies for growth.

The programme was structured in such a way to take into account the different needs of regions, whilst also helping to inform more broad areas of focus. The GC Index® framework helped identify the right blend of capabilities in each country team and made sure everyone within the team appreciated how their profile can make an impact on securing growth.

Rialto worked with the team to develop capacity to drive results and strengthen the culture to focus on innovative problem solving and collaboration. This approach built confidence in the leaders that would carry the business forward.

The 2-day programme is being followed up with ongoing specialised market and customer focused coaching and mentoring. This is proving really successful in helping individuals navigate complex leadership issues and develop their skills while contributing to the business, in real time, through the creation of effective regional business plans.

#### THE IMPACT

The GC Index® framework created a common language across regions and individuals are more engaged and energized as a result. Internal growth ambition is now much higher than it was prior to the programme and leaders are more confident setting themselves much more challenging targets, which are more aligned to business objectives.

There has been a shift in behaviour and individuals are prioritising what matters. The programme has developed capacity to drive results and strengthen the culture, which is accelerating the impact of teams and individuals.

The project is already proving a huge success and whilst it is early days it is predicted to drive more revenue and increased footprint within each country. Teams have submitted some fantastic ideas, which Leica Geosystems is exploring and two or three key ideas are in the process of being implemented.



*Mark Concannon,  
Executive Vice  
President at Hexagon  
Geosystems says,*

**Leica  
Geosystems**

*“Rialto has been influential in driving focus and bringing immense clarity to a very complex external environment. This insight, combined with The GC Index® framework, has lifted the team to the next level – it’s given the team the skills, insight and confidence to step up and look for ways to drive growth.”*





  
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ACCELERATED IMPACT

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