



**HUMANITY WORKS  
CONSULTANCY**  
POSITIVELY TRANSFORMING THE FUTURE OF WORK

# **UNBOSSING**

## **leadership coaching case study**



Our founder Sharon Aneja is an award winning strategist, Positive Psychology coach, business leader with 20 years experience in Fortune 500 & FTSE 100 companies. She leads a team of consultants and coaches from the big 4 consulting firms.



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## Case study

In 2019, Cedar, a global content marketing agency engaged us to provide leadership coaching for their exec team in EMEA and APAC.



## Key challenges

A command and control exec leadership that disempowered teams. Reduced levels of employee engagement and high turnover rates.



## Our bespoke research revealed

Low levels of self awareness and emotional regulation among leaders. An absence of effective leadership role modelling and psychological resources.



## The Solution

Unbossing - a 6 month exec leadership programme that holistically transformed leadership behaviours, developed accountability, empowered teams and reduced talent attrition.

- The Self Aware Leader: a 360 degree leadership assessment.
- The Contagious Leader - control your emotions not your employees.
- The People Leader - get out of your head and be curious, vulnerable and challenging.
- The Strengths Leader - use psychological resources to inspire and enable team growth.



## The outcomes

30% increase in leadership NPS scores

58% increase in employee engagement scores

25% staff retention increase

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*I highly recommend leadership coaching with Sharon. She helped me be more aware of negative thoughts and armed me with positive tools and techniques to manage them.*

**Managing Director, Cedar HK**

*Sharon's ability to challenge me but also make me feel supported at the same time has inspired me to change my own thinking, to me that is a sign of true leadership coaching.*

**Global Business Transformation & Development Director, Cedar**

**Book a consultation for more info:**

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