

Leadership Development

Eduventures, a fast-growing organization that provides subscription research services and custom advisory consulting to the education industry, recognized the need to expand the leadership and management capabilities of its newer, up-and-coming managers. Anecdotal data and exit interviews revealed that inconsistent management skills were having a negative impact on Eduventures' ability to retain talent. In addition, because of the company's rapid growth, it had become even more important to maintain and strengthen the organization's culture, so that the culture was not diluted as new people joined the organization.

OnPoint's solution consisted of creating and communicating a set of core organizational values, embedding these values into the company's performance management system and selection process, and providing managers with training to enhance their leadership and management skills. As part of this, OnPoint helped new managers become more effective in their leadership roles by providing them with a high-impact development experience that created the foundation for success in their roles. We developed a series of one-day programs that clarified what it meant to be a manager and a leader; created a common understanding of the role of the manager at Eduventures; and helped leaders apply practical skills to challenging, day-to-day management situations, including developing their direct reports to increase motivation and commitment.

As a result of this approach, managers and employees now have more meaningful and consistent conversations about performance and ongoing development. In addition, interviewers have a common framework for assessing candidates, increasing the likelihood that new hires will have the "cultural fit" needed to succeed at Eduventures. Anecdotal data also indicates that managers are more focused on and skilled in developing and motivating people.