



OUR CLIENT:

Unison Networks Limited owns and operates the electricity network that distributes electricity to Hawke's Bay, Taupo and Rotorua in New Zealand. The quality and efficiency of these services has a significant impact on the economic and social wellbeing of these communities.

THE SITUATION:

Unison had challenges with previous Leadership Development programmes. They were generic 'one size fits all' and had no post course toolbox and follow up.

Unison sought to supply their leaders with a cohesive programme where participants had enough time to apply their learnt knowledge and skills. Leaders needed to be held accountable to prioritise their development.

There was a need to create meaningful behaviour change.

THE ASK:

Create a programme in support of business objectives, including:

- An increase in employee engagement with multiple facets and results
- Cohesion of goals within individuals and teams
- Connection of leadership to a strong safety culture and an efficient and high performing team
- People are key, without them we didn't have a business so enable them to function as well as possible

PROGRAMME ARCHITECTURE:

Audience: Frontline Leaders

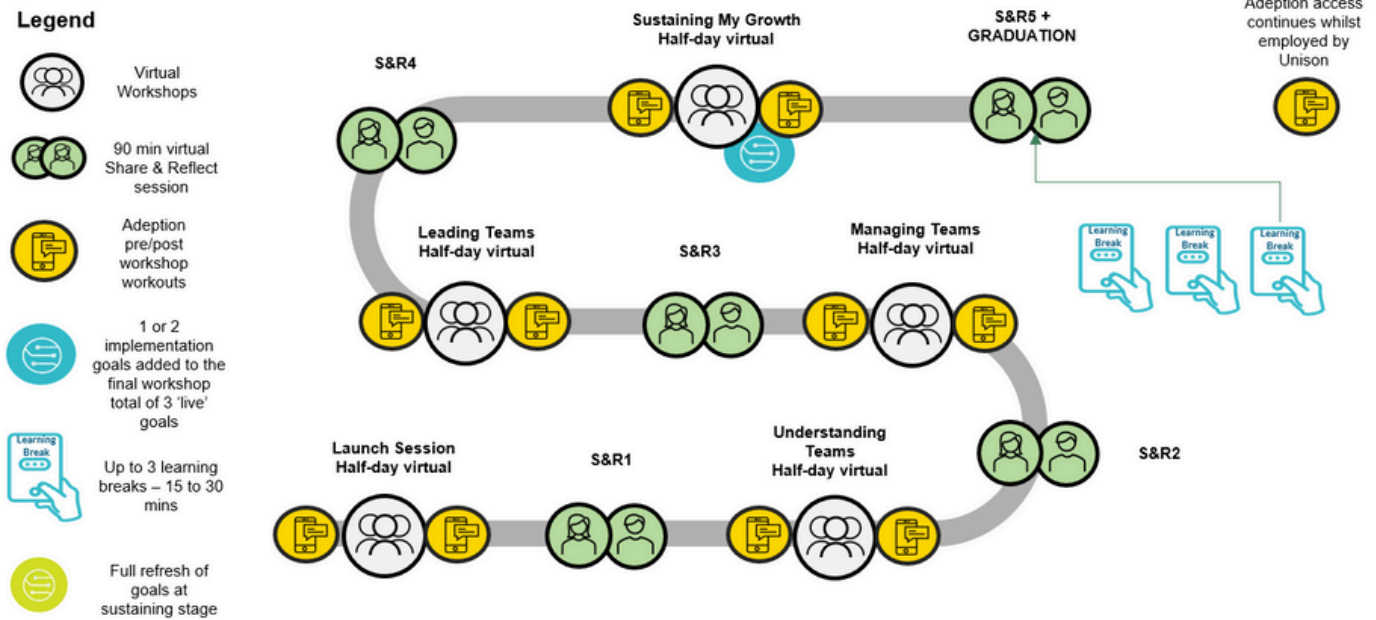
Unison, Adeption and Lever codesigned a leadership development experience that brings out the best of blended learning to frontline leaders at Unison Networks. The codesign process incorporated a methodology that supports on the job learning and action to meet the organisation's needs and those of the participants.

Groups of participants experienced a mix of digital experiences, including self led workouts and access to digital coaching and in-person workshops over a six-month period.

Design principles included strengths based development, accountability to peers, clearly defined framework and goals, tailored to context.

THE SOLUTION:

A co-designed and co-delivered programme that has been delivered to 3 cohorts to date:



RESULTS

- 100% Sign-up rate on the digital platform
- 37 average digital coach questions answered and average 73 digital engagements per participant

FEEDBACK:

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"It was great getting to have cross company interaction in the times of shared learning as it brought different perspectives to the material we were learning and helped expand our understanding." – Course Participant

"I like the co-design approach very much. You bring an incredible depth of expertise, but the co-design really makes me and my people feel like we have a say into this and it's not something that's been dropped on us – it's OUR programme, it's built for us, it's built in a way that works for us. So first and foremost, the partnering is key, I don't feel like I'm alone in this journey I feel like we're doing it together" "People showing up, turning up – some of the leaders you could see were really leaning in – their engagement scores went up, and that was fabulous." – Rachel Masters, Sponsor