

CASE STUDY

Leadership Development for High Achievement Manager

ENSYNAME
Coaching Services

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Organizational Coach and Trainer



Client Profile: G.M.

G.M. is a **high-performing** and unusually young Plant Director in secondary industrial manufacturing. His employer sponsored executive coaching to help him remain focused on two critical strategic projects valued at €1,000,000 and to strengthen his leadership pipeline through effective delegation.



Initial Situation

Although highly capable, early sessions revealed a central obstacle: difficulty trusting the organisation and feeling secure in his role.

This was not a general lack of confidence; it was role-specific and linked to internal uncertainty.



Impact on Performance

G.M.'s challenges while left uncatered gradually resulted in:

- Hesitation to delegate
- Overload and fatigue
- Reduced communication flexibility
- Weak focus on the two strategic projects
- Emerging risk to psychological wellbeing



Recontracting Focus

To enhance G.M.'s effectiveness, the coaching approach was **recontracted to prioritize mindset, emotional regulation, and communication agility**. This choice of focus empowered G.M. to overcome existent internal obstacles, ultimately fostering a robust leadership presence and building trust within the organization.



Coaching Goals Overview

Psychological Safety

Focus on the Coachee's psychological safety, helping them build **confidence in their role and presence** in the organization.

Emotional Self-Regulation

Develop strategies for G.M. to **manage meanings and emotions** effectively, promoting a balanced and focused work environment.

Effective Delegation

Foster the ability to **delegate tasks** confidently, empowering the team and improving overall productivity.

Strategic Focus

Reestablish commitment to critical **strategic projects**, ensuring resources are utilized efficiently and effectively.

Collaboration Improvement

Emphasize building stronger communicative and interpersonal links with senior colleagues by encouraging open dialogue and fostering collaborative teamwork, which ultimately strengthened G. M.'s relationships and cultivated more openness within the organization.

Coaching Approach

We worked through a 10-session goal-focused executive coaching framework, integrating:

- Developmental coaching
 - Self-regulation strategies
 - Communication agility methods
 - Leadership delegation frameworks
 - Solution-focused tools
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Outcomes Overview

Quantitative Outcomes of our Coaching

- 20% productivity increase, confirmed by both client and Sponsor
- Successful and stable delegation to his leadership team
- Renewed focus and consistency across the €1,000,000 projects

Qualitative Outcomes of our Coaching

- Regained confidence and calmness
- Stronger collaboration with senior leadership
- Reduced risk of burnout or mental overload
- More grounded leadership presence that improved team performance
- Noticeable improvement in quality of life outside work

Regained Confidence

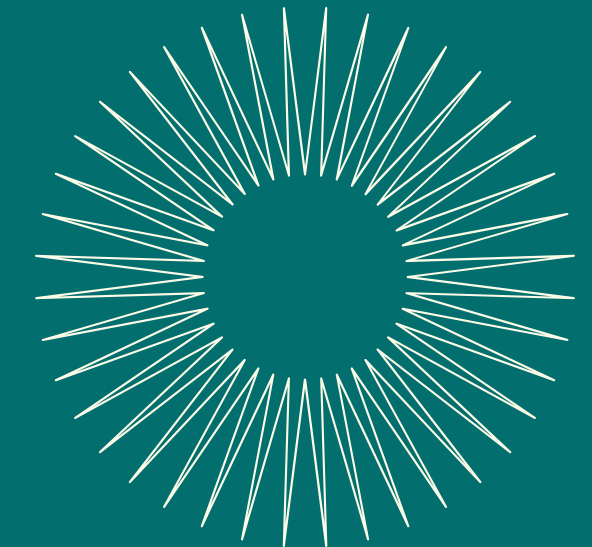
G.M. experienced a remarkable **transformation in confidence** and leadership presence. This shift not only enhanced communication with senior peers but also fostered an environment that enabled his team to thrive and collaborate more effectively.



414%*

Return on Investment
from our Coaching

The coaching investment for G.M. yielded a remarkable ROI of **414%**, significantly enhancing G.M.'s productivity and overall business performance.



**Real ROI is higher, given that improved leadership contributed directly to the execution of €1,000,000 of strategic investments.*

Conclusion

G.M. transformed a silent internal barrier into a catalyst for professional expansion. In less than six months he strengthened his identity as a leader, increased his effectiveness, and improved his collaboration across the organisation. Our Executive Coaching supported both his development and his psychological resilience, setting a stronger foundation for future leadership growth.





How can We support Your Leaders?

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