

# CASE STUDY

## 'ENABLING LEADERSHIP TRANSFORMATION TO DRIVE GLOBAL IMPACT'



**Purple**  
TALENT SOLUTIONS

### CLIENT BACKGROUND

A large, international non-profit organisation operating across multiple regions embarked on a bold new strategy to expand its global impact. With a longstanding commitment to community development and social justice, the organisation aimed to shift from direct service delivery toward a model focused on advocacy, systems influence, and long-term change. This strategic pivot required a transformation in leadership mindset, organisational structure, and capabilities.

### A SIGNIFICANT CHALLENGE

The organisation had recently launched a five-year transformational strategy, requiring a fundamental shift in how work was approached. This raised several critical questions:

- What new leadership capabilities were needed to deliver on this bold ambition?
- How should the organisation's talent, systems, and processes evolve to support this change?
- What development was needed for individuals and teams to succeed in this new context?

The leadership team needed a structured way to understand and respond to these changes.

### OUR SOLUTION

Purple Talent Solutions partnered with the Senior Leadership Team to support their transformation journey through a customised intervention built on behavioural science and strategic alignment.

Key Components:

- **Strategic Capability Mapping:** Identified future-fit leadership capabilities aligned to the new strategy and highlighted gaps at both individual and organisational levels.
- **Leadership Assessments:** Each senior leader received a comprehensive review of their strengths, development needs, and capacity for handling increased complexity and uncertainty.
- **Talent Appreciation:** Helped the organisation recognise current leadership strengths and project how talent requirements would evolve.
- **Leadership Insight Workshops:** Facilitated team-based sessions using the Tripod of Work model, engaging 100+ leaders across regional and global offices to connect leadership practice with strategic execution.
- **Ongoing Development Support:** Provided continuity through leadership recruitment, internal capability building, and support for transformation champions.

### TOOLS & FRAMEWORKS USED

- **Capability Appreciation Conversations using the Modified Career Path Appreciation (MCPA)** – Focused on decision-making under complexity and growth potential.
- **Personality & Work Style Assessments using the LPA** – Informed team dynamics, conflict handling, and leadership approach.

### OUTCOMES & IMPACT

- **Strategic Clarity:** Regional teams translated strategic goals into practical action through Transformation Workshops.
- **Decentralized Leadership:** Shifted decision-making closer to delivery, improving agility and accountability.
- **Role Alignment:** Leaders had greater clarity on purpose, delivery expectations, and spans of control.
- **Improved Succession Planning:** A more future-proof leadership pipeline was established.
- **Enhanced Performance Management:** Leaders adopted a consistent approach to feedback, guidance, and performance discussions.
- **Culture Analysis:** The combined LPA data from over 100 leaders was used to generate valuable insights into the organization's prevailing culture at the time, while also highlighting key areas for organisational development.

### CONCLUSION

This project demonstrated how aligning leadership capability with strategic ambition can activate deep organisational transformation. By equipping leaders to lead differently, the organisation positioned itself to deliver on its mission sustainably and systemically.

