

## Client Story

# A transformational leadership programme

In 2009, Harthill was asked to design and deliver a global leadership development programme for Fujitsu. The challenge was to develop Fujitsu's talent pool, create synergy across the seven Fujitsu companies and deliver a successful programme at higher value and lower cost than leading business schools.



# A transformational leadership programme



*“I’m delighted we have partnered with Harthill. This innovative programme, delivering great ROI, supports the transformation of leadership talent in the global Fujitsu companies”.*

Roger Leek, Group HR Director, Fujitsu Global Business Group

The Fujitsu Global Organisation Leadership Development Programme (GOLD) was designed to accelerate the development of the organisation’s talent to be the next level business leaders in line with Fujitsu’s Leader Talent Management process. The bold aim of the programme was

*“...to create a profound learning experience, so that looking back in 10 or 15 years time many participants will say, ‘that transformed the way I lead’”.*

In a unique programme for country managers and technical leaders, the Leadership Development Framework was used to simultaneously identify and develop leadership capability. Specifically, our role was to make visible, both to the organisation and to the individual, qualities of leadership that were in danger of being missed due to conventional preconceptions of the meaning of ‘potential’.

*“A life changing experience”.*

North American GOLD participant

The GOLD programme was tailored to meet that challenge through a targeted selection process using the LDF, common module/workshop design across Fujitsu regions focused on strategic thinking, leadership and reflective capabilities, Leadership Challenge Assignments for each participant, Action Inquiry groups and high-level sponsorship through close connection to Global Business Group Leaders.

*“Without a doubt, this is one of the most engaging, thought provoking training courses I have ever been on”.*

European GOLD participant

## Benefits for individuals *and* the organisation

The GOLD programme is ongoing, covering Europe, Asia and North America. So far, 53 selected leaders have been on the programme, with 100% of the participants stating that they “would strongly recommend this programme to peers” and a rating of 4.3 out of 5 in response to the question, “how useful has this programme been?” As a further measure of success, Fujitsu has estimated that £2.7M in value has been generated directly through the GOLD programme.

*“GOLD is an admirable programme; innovative and daring, provoking and unlike anything that I imagine any of us have encountered before. I’m not alone in valuing it immensely and will rather regret it ending.”*

European GOLD participant

HARTHILL CONSULTING LTD  
The Grange Hewelsfield  
Lydney Gloucestershire  
GL15 6XA England

t. +44 (0) 1594 530223  
f. +44 (0) 1594 530191  
e. [jackie@harthill.co.uk](mailto:jackie@harthill.co.uk)  
w. [www.harthill.co.uk](http://www.harthill.co.uk)

