

Unlocking Leadership Capability in the Financial Sector with TalentPredix™



The Challenge

A major regional bank in the Middle East sought to **elevate leadership capability across its mid-to-senior management population.**

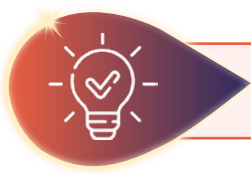
The organisation needed to:

- Drive cultural transformation
- Align teams with an ambitious growth strategy
- Equip leaders to motivate and engage their teams through significant organizational change

Key challenges included:

- Breaking down silos
- Enhancing collaboration
- Building a more values-driven leadership culture





Our Solution

TalentPredix™ was positioned as the cornerstone of a two-day values-driven leadership development programme. A total of 55 TalentPredix™ Standard Assessments were completed prior to the programme, with individual and group reports providing both personal insights and a collective view of strengths across departments.

Using this data, the organisation was able to:

- ✓ Identify critical skills gaps and underutilised strengths
- ✓ Build cross-functional partnerships leveraging complementary strengths
- ✓ Shape succession planning and workforce capability strategies

During the two-day programme, interactive workshops activated the assessment results to:

- ✓ Map individual and collective strengths to cultural aspirations
- ✓ Foster team cohesion and cross-functional collaboration
- ✓ Create personalised development roadmaps aligning values, strengths, and leadership behaviours with organisational goals

To sustain impact, executive coaching sessions were offered to help leaders **embed learning, translate insights into daily actions, and hold themselves accountable for living the values identified as critical** for future success.



Outcome

The programme generated measurable improvements in leadership capability and collaboration:



Enhanced Self-Awareness – Leaders gained clarity on their unique strengths and values, enabling more authentic and confident leadership.



Shift in Leadership Mindset – Leaders developed greater empathy for how their teams experienced them, creating more psychologically safe and empowering environments.



Improved Collaboration – Cross-functional teams demonstrated stronger trust, collaboration, and collective problem-solving.



Leadership Insights for the Organisation – Senior leaders gained a clear, data-informed view of organisational strengths and gaps, enabling more targeted talent development and succession planning.



“Most leaders are jaded by yet another leadership development programme. When I designed this one, my goal was to make it deeply personal and values-driven, something that would shift how leaders think, not just what they know. The moment that stayed with me was when a participant with over 20 years of leadership experience, who had been sceptical at the start, shook my hand and said, ‘I didn’t think I had anything left to learn.’ That is the power of combining strengths-based insight with the inner game of leadership – it creates breakthroughs even for the most seasoned leaders.”



Wardah Harharah

Founder & CEO,
The Human Experience
Management Consultancy UAE &
Global

Conclusion

Through TalentPredixTM, this major regional bank built a stronger and more balanced leadership bench, aligned with its growth strategy and cultural aspirations. By shifting from a skills-based approach to a values-driven, strengths-based leadership model, the organisation unlocked leaders' potential to drive transformation and long-term success.

Ready to unlock your team's full potential?

Discover how TalentPredixTM can help drive positive change and high performance within your organisation. [Get in touch today](#) to learn more about how our strengths-based approach can transform your workplace, or email us at info@talentpredix.com.

