

# Closing the Gap in Essential Leadership Capabilities

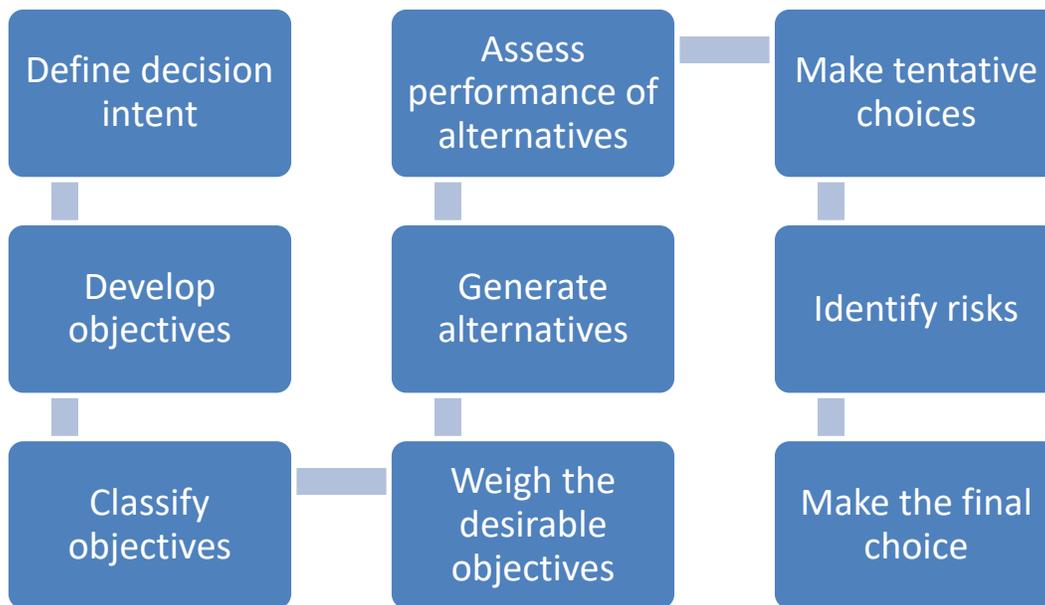
## A Metrus Group Case Study

As part of a broader organizational change initiative, the HR organization of this medical technology and devices manufacturer was assigned the task of closing leadership skill gaps that had been identified by the new CEO. These included project management, meeting management, decision making and problem solving. The goal was to close these gaps using a train-the-trainer approach that would not only enhance the leadership skills of high potential leaders, but also certify them to train others.



### The Approach

Metrus Group designed and developed training courses customized to align with the CEO's objectives. Next, the courses were delivered to pre-selected high-potential leaders. A trainer certification process was then designed that included course templates and tools that the high potential leaders could use to motivate and train others. A train-the-trainer course was conducted for the first wave of trainers and resulted in all participants being certified.



## Results

As a result of Metrus Group's disciplined leadership training process and customized tools, this client saw significant improvements in the alignment and leadership capabilities of high potential leaders in the areas of project management, meeting management, decision making and problem solving. The client was able to build its leadership bench strength, including equipping high potential leaders with the skills to motivate and teach others. The success of the project influenced the client to further engage Metrus to extend the effort to its global teams.

## Related Resource Links

[The ACE Advantage](#)  
[Hidden Drivers of Success](#)  
[Solutions Services](#)

## About Metrus Group

Metrus offers a unique combination of consulting, research, and skill development to organizations intent on aligning strategies, growing value and optimizing human capital investments.

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