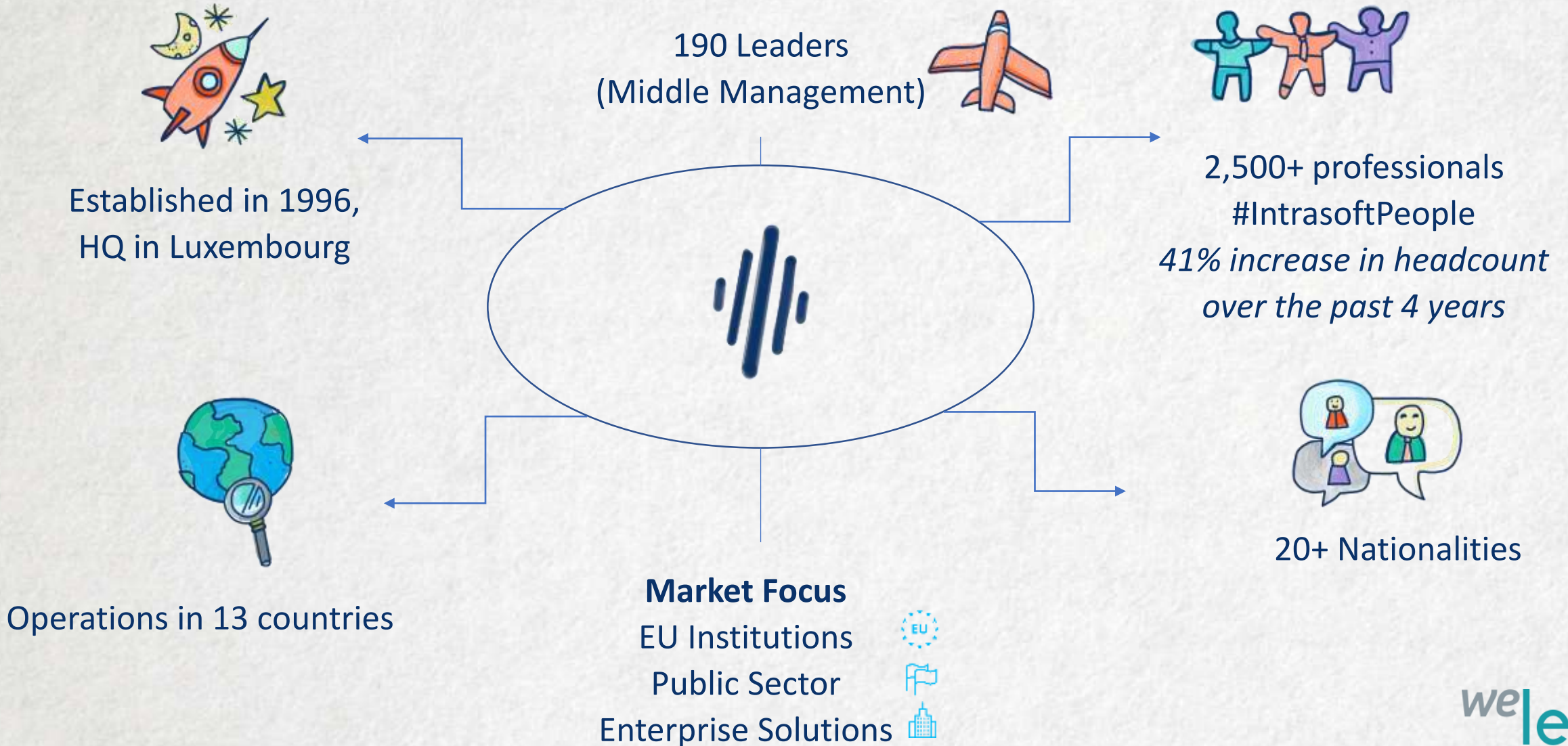




WELEAD, A LEADERSHIP
ACADEMY FOCUSING ON
EXCELLENCE

we|lead

INTRASOFT Insights



The need for a Leadership Academy



Create a strong base for our leaders' continuous development, driven by **leading with excellence**

Bring an alignment among leaders in different locations and share the same **values and principles** in leading teams



Strengthen the confidence of our leaders by helping them enhance their people leading skills and cultivate a **growth-mindset**

Create a **community of Leaders**, while strengthening the link among them



The challenges



- Change of the **organizational structure** which resulted in developing new resource managers
- Complexity of our **structure** & diverse business services
- Geographic **dispersion** in 13 countries
- **Distributed teams** in multiple client premises
- High volume of **business traveling**
- Diverse **cultures**, with our people representing more than 20 nationalities

The Academy's recipe



Maximum **Flexibility**



Blended Learning & Bit-size approach



Learn in **Practice**



Modern Learning Environment



Experiential

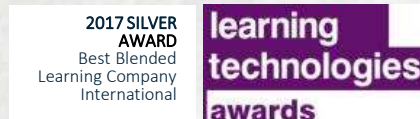


Time for **reflection**

The strategic partner



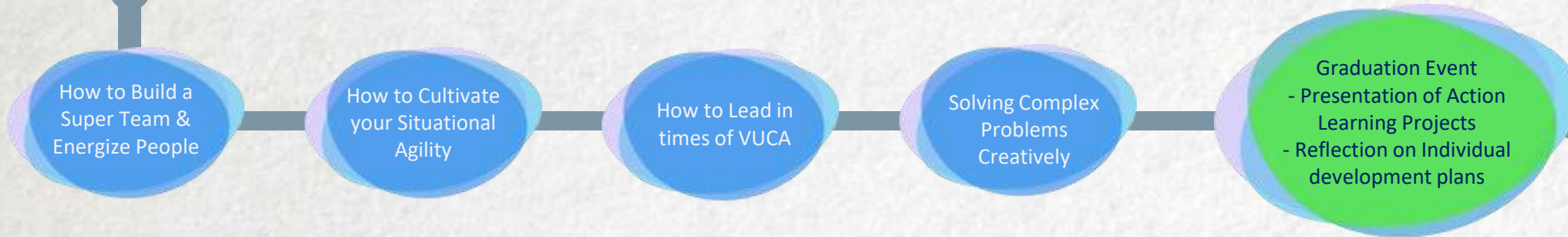
WeLead has been developed in partnership with “The Art of Learning International” (**TAOLIN** for short), an award-winning, London-based, learning & technology company specializing in Blended Leadership Development.



The modules



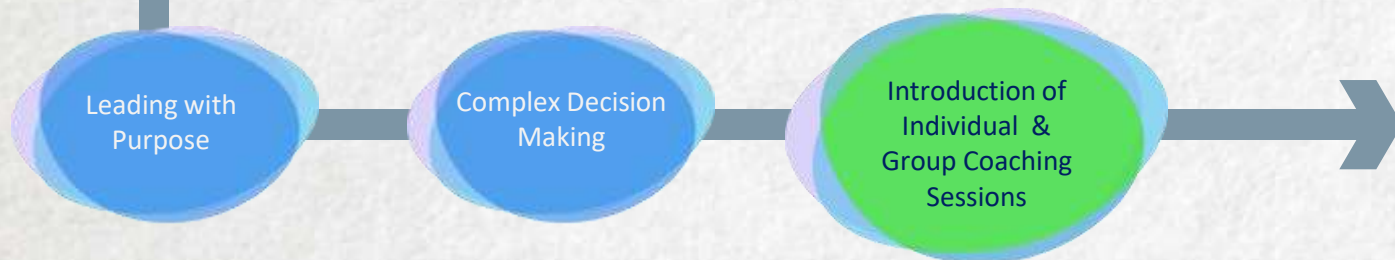
Phase I (started in 2019)



Phase II (started 2020)



Phase III (will start on 2021)



WeLead
journey is
on going!

The blended Learning experience



Face-to-Face Espresso Workshops



Live Virtual Webinars



Digital Learning (TAOLIN Platform)

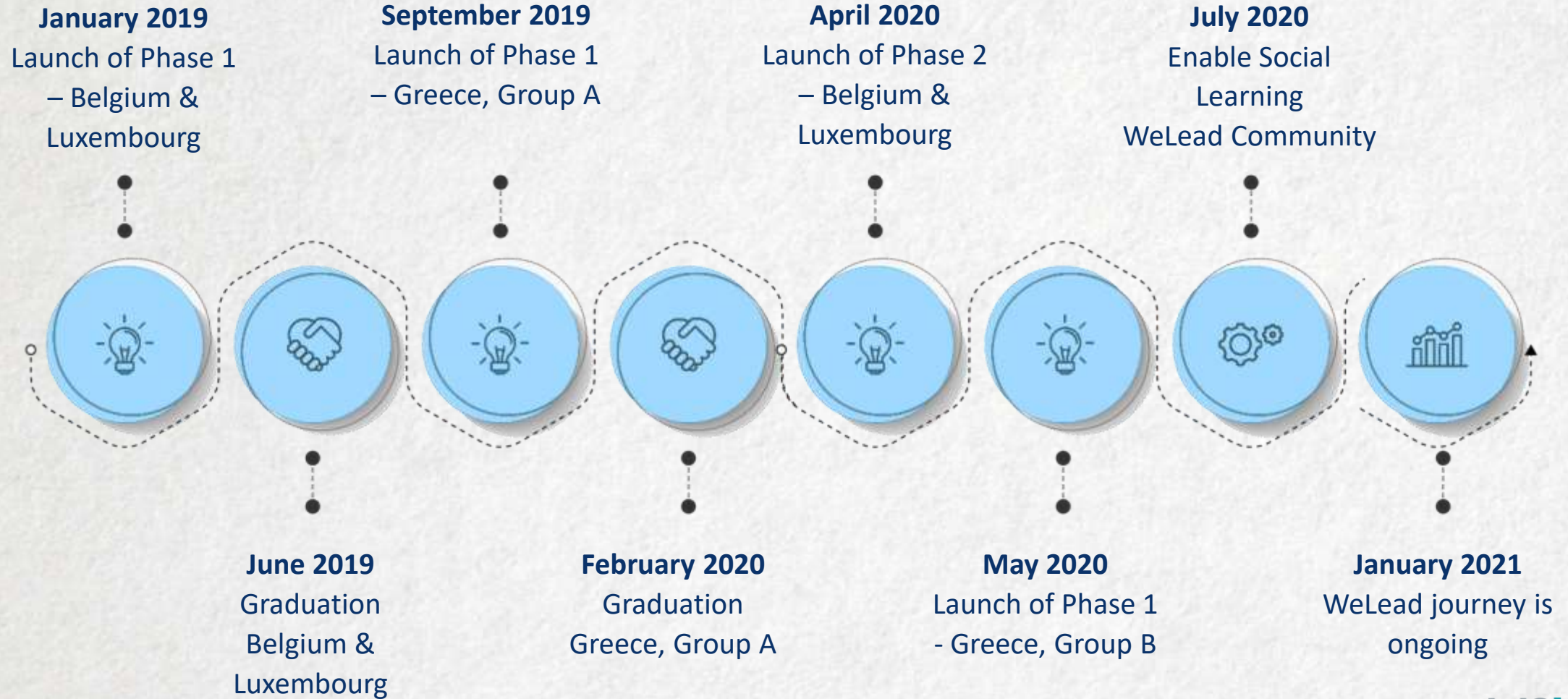


Gamification



Action Learning

The timeline



The wins so far



87% participation rate

Has WeLead helped your self-development?

Strongly agree – **44%**

Agree – **56%**

- **Integration of WeLead Knowledge and tools in the everyday work**
- Shift of **mindset** from technical management to leading people with excellence
- WeLead **Community of Learning Practice**
- WeLeaders acting as **courageous change agents** for strategic actions





Thank You

we|lead



*"It took me four years to paint like Raphael,
But a lifetime to paint like a child."
Pablo Picasso*