

POD DEVELOPMENT

Building leadership capability in the flow of work

WHY POD DEVELOPMENT

Workshops build awareness, but leaders often struggle to turn concepts into sustained behavior change. A Pod gives a small group of leaders a flexible way to build targeted capabilities, apply them to live business challenges, and learn from one another over time.

CHOOSE THE LEVEL OF SUPPORT

- OPTION 1** Pod learning sessions
- OPTION 2** Pod learning sessions + group coaching
- OPTION 3** Pod learning sessions + group coaching + 1:1 assessment and coaching

WHEN TO USE A POD

- A group of leaders is navigating the same change or transformation
- A function or site wants shared leadership practices and language
- Leaders need a specific capability: influencing, prioritization, coaching, stakeholder management
- You want an approach that scales from Pod learning sessions to integrated coaching

HOW IT WORKS

01 PARTICIPANTS A focused peer group of leaders in similar roles or facing similar challenges, typically up to 10.	02 POD LEARNING SESSIONS Targeted sessions build shared capability around the group's most relevant business and leadership needs.	03 ADD COACHING Group coaching reinforces peer learning and application; 1:1 assessment and coaching adds depth.	04 APPLY + MEASURE Real-work practice reinforces learning, with outcomes set up front and assessed over time.
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CHOOSE YOUR STARTING POINT

Begin at whichever option fits, and add or scale back support as the group's needs change. Every configuration is built around real business challenges.

CLIENT STORIES

Jazz Pharmaceuticals

GLOBAL FINANCE BUSINESS PARTNERS

CHALLENGE

Finance Business Partners were absorbing major system, process, and operating-model change while continuing to deliver.

POD APPROACH

Six leaders, six sessions: targeted Pod learning sessions plus group coaching on self-awareness and team norms, radical prioritization, negotiation, and stakeholder engagement.

RESULT

Increased confidence across measured leadership behaviors, stronger credibility, and more effective stakeholder conversations.

Hospital & Healthsystem Association of PA

HIGH-POTENTIAL LEADERS

CHALLENGE

Growth, newly configured teams, and a more matrixed operating model called for a stronger bench and peer network.

POD APPROACH

Five leaders used the full model: three Pod learning sessions, group coaching, and 1:1 assessment and coaching on prioritization, delegation, presence, and strategy.

RESULT

Sharper prioritization and self-advocacy, stronger strategic thinking and resilience, and a trusted cross-functional peer network.