

ACTION LEARNING TEAMS GO SCUBA!



WIAL Singapore had the privilege and honor to collaborate with Schneider Electric in working with their global talents leadership teams in 2016. Schneider Electric is the global specialist in energy management and automation. With revenues of ~€27 billion in FY2015, and 160,000+ employees, the company serves customers in over 100 countries, helping them to manage their energy and process in ways that are safe, reliable, efficient and sustainable.

In early 2016, WIAL Singapore was approached by Schneider Electric to support its SCUBA (SCHneider Useful Business Advisor) initiative. The project involves 3 global leadership teams working on a year-long key business initiative with a parallel focus also on developing strategic leadership competencies. This was a 'high power' project as it involved the most experienced Action Learning Coaches in Singapore.



A senior and experienced team of Action Learning Coaches of MALC Ng Choon Seng, SALC Jayan Warriar and PALC Phoon Kok Hwa led the teams. Each coach supported a truly global action learning team with members of the team consisting of leaders from USA, India, Philippines, France, China, Brazil, Germany, Hong Kong and Singapore. The projects were launched on 24

February 2016 with the teams having a face-to-face meeting to engage the sponsor and work on the problem definition. After spending a full day on the challenge, the teams had the opportunity to share their problem statements and learning with the various sponsors and the other action learning teams.

The teams then worked on their challenges throughout the year and each team had the opportunity to hold virtual action learning sessions with their respective coaches. The WIAL Action Learning coaches helped the teams to examine the progress on their challenge as well as the team's effectiveness. There were also great learning takeaways and insights on how the team members had



benefited from the process and how much they value the contributions and questions of fellow team members. The teams are in the stage of wrapping up their projects and WIAL Singapore is proud to be able to work with Schneider Electric to develop its global leaders and improve their organizational capabilities and effectiveness.

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