

Case 1: What do you do when your primary source of revenue is literally disappearing? Qatar, the wealthiest nation in the world, is facing that reality—their primary source of revenue from oil and gas will be running out in 20 years.

ASSESS!

The government of Qatar is working with their senior business leaders to explore new ways to leverage their present source of wealth for future growth beyond the oil and gas arena and in other global markets. Solutions include exploring key markets and regions where growth is occurring and becoming more innovative in thinking about leadership engagement. AC/W employed an innovative discovery process that helped Qatar senior business leaders uncover a number of assumptions that acted as barriers to exploring new areas of business as well as changing the ways to lead those businesses.

INTERNALIZE!

AC/W provided a live learning experience helping business leaders acknowledge assumptions around dealing with change. By learning the Assumpt Strategy, these leaders could leverage the power of challenging those assumptions to develop new perspectives and change behavior. As a result, leaders generated a number of new business opportunities to explore, regions of the world on which to focus, and more effective ways to work with their teams.

APPLY!

AC/W employed an innovative digital on-the-job learning experience to help shift the leader's mindset. For team engagement, they explored alternatives to the "command and control" style of leading. Instead of focusing on employees needing step-by-step instructions, one leader challenged his Assumpt and explored employees' fear of making mistakes, which discourages taking initiative. He explored the idea of giving employees enough space to own the problem and then be willing to step back and see what happens. Another leader began looking at day-to-day situations through the employees' eyes, rather than just their own.