

# case study

## BUILDING LEADERSHIP CAPACITY

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5 Internal Promotions in 6 Months

### Context

As the organization grew, leadership capacity needed to grow with it. Key management roles had to be filled internally—without slowing momentum or compromising culture. Catherine partnered with the executive leader to build leadership readiness and a clear path for advancement.

### Objectives

- Build leadership capability across current and emerging leaders
- Fill key management roles internally and prepare leaders for success
- Increase delegation to enable greater executive focus on strategy

### Approach

The organization committed to intentional leadership development. Catherine helped design tailored leadership training aligned to real business needs, identified leadership gaps early, and prepared leaders before promotions occurred. Responsibilities were delegated with clarity and accountability to support growth.

### Results

- Five internal promotions in six months
- Three key management roles filled internally
- Increased accountability across departments while maintaining culture
- Two record-setting months in sales and production

### Impact

By investing early in leadership capacity, the organization created sustainable momentum. Leaders were promoted with confidence, transitions were smooth, and performance accelerated without disruption.

### Next Steps

If you're navigating growth and want to build leadership capacity before it becomes a constraint, connect with Catherine to learn more.

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