

# WIN MORE BY DESIGN

Remove Barriers. Accelerate Growth.

## CASE STUDY

### Transforming Leadership for Scalable Growth

#### CLIENT OVERVIEW

A 25-year-old India-based computer hardware company, recognised as a leading and reputable provider in Mumbai, had experienced sustained growth under its CEO's leadership. Over the years, the CEO had successfully built the company, achieving personal and professional milestones, including financial security, premium assets, and a well-established market position. However, despite these accomplishments, the CEO found himself exhausted and overwhelmed, as he continued to make 90% of the organisation's decisions, from strategic to operational.

#### CHALLENGES IDENTIFIED

The CEO approached Win More By Design for support when the stress of constant decision-making became unsustainable. The discovery phase uncovered a fundamental challenge: the CEO had minimal trust in his team's ability to take ownership of key decisions. This lack of delegation led to a bottleneck in decision-making, preventing the organisation from scaling effectively. While the team was hardworking, they were not empowered to take initiative, resulting in excessive dependence on the CEO.

#### COACHING APPROACH & IMPLEMENTATION

Over 100 days, specialised tools and frameworks were deployed to create an environment of trust, accountability, and ownership. Key interventions:

- ◆ **Leadership Alignment & Goal Setting:** Every leader and key employee was assigned specific goals aligned with the organisation's business objectives. The CEO's primary goal was to transition from a hands-on decision-maker to a strategic leader who empowers his team.
- ◆ **Belief System Shift:** Through coaching, the CEO was guided to shift his belief about his team's capabilities. This was achieved by systematically demonstrating accountability and commitment from leaders and key employees.
- ◆ **Structured Delegation Framework:** A structured delegation approach was implemented, ensuring that decision-making responsibilities were progressively transferred to senior leaders and managers.

#### RESULTS ACHIEVED

- ✓ **Leadership Empowerment:** Leaders and key employees began taking the majority of day-to-day decisions, reducing operational dependency on the CEO.

- ✓ **Organisational Growth & Successful IPO:** The company successfully prepared for an IPO within 18 months, which was oversubscribed by 240 times.
- ✓ **CEO Mindset & Lifestyle Shift:** The CEO experienced a newfound sense of peace, more time to focus on long-term strategic growth, and reduced involvement in daily firefighting.
- ✓ **Scalable Leadership Model:** The organisation developed a sustainable leadership framework that supports continuous growth and adaptability.

#### KEY TAKEAWAY

*Through the Win More By Design coaching program, the CEO transitioned from being the sole decision-maker to an empowered leader overseeing an accountable and high-performing team. This shift not only enabled the organization to achieve a successful IPO but also set the foundation for long-term sustainable growth.*

**Win More By Design** | Remove Barriers. Accelerate Growth.