

# European MNC adopts KNOLSKAPE's Solution to Develop its **Innovation and Technology Leadership**

The client is a major multinational organization headquartered in France. A global workforce of over 100,000 employees, specializes in energy management, software, hardware, automation solutions and services. The organization's significant research and product development centres are in India.

Constantly changing consumer needs and digital disruption has significantly changed the way in which businesses have to function. In light of this, the organization looked to position their R&D teams as Technology Leaders, moving away from a development-oriented process to a research-oriented process to better serve the changing needs of their customers. The organization aimed to develop R&D Managers to lead this transformation.

# Challenge

The context for R&D Managers has changed significantly, as they need to possess a blend of technical and strategic leadership to forecast what their customer needs and how to serve those needs:

- a. Be aware of the environment, consumer needs, and the competition's strategies
- b. Transform from a developmental to a research mindset
- c. Infuse innovation into everyday business
- d. Leverage the capabilities of a multigenerational team



# Solution

The client partnered with KNOLSKAPE as the solution designed provided the client with a perfect blend of theory and practice and a safe learning environment for accelerated learning at scale. The solution designed catered to developing leaders on key Leadership themes, in line with the organization's Leadership and Culture Vision 2020:

1. Leading Self – to become great role models
2. Leading others – to build great teams, and great team players
3. Leading Technology and Innovation – to become business leaders

Some key competencies addressed in the program were

- Strategic innovation
- Business acumen
- Skilled matrix-management
- Technological Leadership

The 6-month long solution designed for the client incorporated the **3E Development Philosophy**, proportionately focusing on education (through classroom and virtual cognitive sessions), exposure (through peer and leadership connect), and experience (through experiential, simulation-driven sessions, and business impact projects).



# Impact

The R&D managers were able to

- Use the principles of design thinking while working on futuristic solutions for their end customers
- Develop an agile mindset and worked on creating minimal viable products at a much faster pace
- Build robust high- performing teams with its multigenerational workforce
- Approach and engage with clients/ stakeholders with a research mindset

