



# Positive Momentum

energy enthusiasm edge



## Case Study

Talent Development

### Who's the client?

**Orange Business Services** is a global provider of high end IT and communications solutions to large multi national corporations. A division of France Telecom they operate in 166 countries, employ over 29000 people and serve over two thirds of the worlds largest companies.

### What did the client need?

In 2003 Orange Business Services decided that they wanted to instigate a talent programme that would help to retain and develop their top talent across their EEMEA region. This programme would have the dual objective of both developing the delegates to excel in their current roles as well as preparing them for future leadership roles in the organisation. The programme was also expected to increase pan regional understanding and collaboration.

### How did it work?

The Ambassador Programme operates on an annual basis whereby the regional leaders nominate a number of potential delegates who are then assessed against stringent criteria. The successful candidates then meet for a launch team building event, attend a series of high quality training programmes on a range of subjects, input as a team to a number of live business challenges and also receive 10 hours of personal coaching.

### What did Positive Momentum do?

Positive Momentum delivered four key components of the programme:-

- 1 An innovative launch team building event
- 2 An advanced presentation skills event held in a theatre in Copenhagen
- 3 A two-day leadership seminar
- 4 10 hours of personal one to one coaching for each delegate

### What were the results?

During the launch team building event the Ambassadors get to know one another and bond as a team which is essential as they are all located in different parts of the Europe, Middle East, Eastern Europe and Africa Regions. This cohesion is important as they have to work as a team throughout the year's programme and deliver solutions to a number of key business challenges. At the end of the year the Ambassadors are equipped to really excel in their current roles or move up into more senior leadership roles within the company.



Business  
Services

### What does the client say about Positive Momentum?

// Positive Momentum really understand our business and our strategy. They work very closely with us to design and deliver innovative leadership development solutions for our Sales and Marketing Organisation. //

Suzanne Farrelly  
Human Resources  
Manager



## You just can't stop momentum...

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