Consolidation, increased regulation, evolving workforce needs and disruptive new technologies are just some of the challenges the financial services industry faces today. All of this puts pressure on operating models and raises questions about traditional strategies for growth and value creation. Confronting these challenges in a way that elevates performance requires leaders to impact the thinking and behaviors of their own people, their strategic partners, as well as themselves.

But how do you reliably impact behaviors?
JMW is a specialist consultancy firm with over 30 years experience in partnering with some of the world's most successful business leaders. Our clients include global companies in industries ranging from oil and gas to utilities, mining, defense and finance. Our involvement helps empower leaders to create and realize sustainable, high-impact outcomes and dramatic shifts in performance.

3 KEY WAYS IN WHICH JMW WORKS WITH CLIENTS

EXECUTIVE LEADERSHIP DEVELOPMENT

LEADERSHIP TEAM ALIGNMENT AND FUNCTIONING

COACHING FOR PERFORMANCE

EXECUTIVE LEADERSHIP DEVELOPMENT CASE STUDY

Faced with unprecedented levels of change, an investment company’s executive team embarked on an ambitious strategy that represented a significant departure from the traditional business they had run in the past. They were interested in impacting people’s behaviors and approaches to their day-to-day work, instead of “learning about leadership” in a more theoretical, less actionable way.

Twenty-four leaders participated in a six-month program that included three classroom sessions and one-on-one coaching. In addition, each participant committed to a “breakthrough project” focused on delivering measurable objectives.

In the year following completion of the program, projects were on track to achieve dramatic results. One division saw sales double from $35M to $70M within three years, and its costs reduced by an additional $12M. Twenty-five percent of participants were promoted by the end of the program or immediately thereafter, and 70 percent moved into more senior roles within a year.

What We Do

JMW’s leadership development programs help leaders transform their individual and collective impact, while addressing real-time business issues and generating significant performance gains. Executives acquire the new skills and capabilities required to challenge “business as usual,” shift actions and behaviors across their organizations, drive breakthrough results and establish new standards for performance.

LEADERSHIP TEAM ALIGNMENT AND FUNCTIONING CASE STUDY

A highly successful trading group saw opportunities for still greater growth and profitability. Historically, the team’s achievements had been built largely on the group’s strengths in technical proficiency and financial acumen. It was becoming clear that achieving even greater levels of success would require something extraordinary.

Working with JMW, the team developed a collective vision, expanded individual and team capabilities and organized around delivering bold new objectives with impressive results. The group—which had already doubled its profits over a three-year period prior to the JMW engagement—doubled profits again over the next two years. The leader of the group now describes his team as “the best and most cohesive team of any kind I’ve ever been part of.”

What We Do

One of the biggest barriers to organizational success is team performance. From subtle misalignments to outright conflict, if a team is not functioning effectively, inefficiencies, missed opportunities and increased costs can result.
JMW’s approach reveals the background assumptions and perceptions that are at the source of any ineffectiveness as a team. Against that clarity, new perspectives, behaviors and commitments are developed that enable the team to function in a way that engages the organization in achieving new levels of performance.

**COACHING FOR PERFORMANCE CASE STUDY**

The Managing Director of a global Investment Management company was tasked with launching a new financial product. While his technical skills were strong, his leadership, management and interpersonal skills were in need of a boost. He also needed help elevating his impact and profile, as well as gaining the trust and confidence of other senior executives.

Thanks to the coaching he received from JMW, the MD was able to transcend counterproductive behaviors and build a foundation of trust, integrity, transparency and partnership. He moved forward powerfully in his ability to lead a team and engage people both inside and outside the company who were highly nervous about the unfamiliar territory into which they were heading. He created such an environment of trust that the Partners demonstrated their confidence by investing their own monies. The new product launch exceeded all targets, and his expertise is now regularly sought out by teams working on other emerging opportunities within the company.

**What We Do**

JMW’s high-impact coaching is based on over 30 years experience helping our clients worldwide produce unprecedented results in critical areas of their business. Leveraging our unique expertise in performance breakthroughs, our one-on-one coaching is designed for executives, leaders and managers who are looking to alter their behaviors and elevate their individual effectiveness.

JMW’s coaches—each with at least ten years experience —carefully tailor each coaching engagement to the individual’s specific performance goals and objectives.