

Nurturing Excellence



Microsoft

Microsoft is a worldwide leader in software, services, devices, and solutions that help people and businesses realise their full potential.

THE CHALLENGE

Despite the huge investment of time and money, development programmes often fail to deliver on the hype. Microsoft contracted OPRA to deliver an executive leadership programme for 18 leaders from across Asia/Pacific. The intention was to build a framework for conversations about developmental needs and the priorities of any change activity required. This programme was a pilot for roll-out more widely across Microsoft.

OPRA'S SOLUTION

Underpinning the Microsoft programme was OPRA's unique task-based methodology that has delivered dramatic behavioural change inside multiple client organisations. This solution included:

- The design of a 1-day programme with personality, ability, practical simulations, and a structured interview.
- Simulation exercises were off-the-shelf, thereby minimising any risk of insider knowledge.
- All exercises were built around our unique 'task-based' methodology and the measurement of explicit, observable output.
- Report output focused on the exact behaviours that were expected of an executive, rather than more abstract competencies.
- Easy-to-read bullet-point summaries linked specifically to on-the-job tasks, thereby eliminating any misunderstanding.
- The inclusion of Derailer behaviours meant we also spoke directly to behaviours that would hold each executive back from reaching their potential.

RESULTS

Innovative, Specific Reporting

OPRA's unique 'task-based' approach meant that we could deliver each programme and turn reports around within a single day.

Building In-House Expertise

OPRA facilitated all executive debriefs to ensure they were focused, explicit, and linked to specific tasks that each executive needed to do on-the-job.

Coaching delivery by OPRA also served a dual purpose of transferring learning to Microsoft experts so they could manage all aspects of programme delivery in the future.

"The 'a-ha' moments throughout the activities, and even more so after reviewing the final report, have been amazing for me personally...an intensely invigorating assessment centre."

*Tovia Va'a'eula
Business Group Lead
Microsoft*