



COMPANY CASE STUDY



AT A GLANCE

CHALLENGES

- Team empowerment
- Seeking ways to support
- Newly formed team

BENEFITS

- Team building opportunities identified
- Outlined ways to support
- Gained personal insights
- Adjusted team



"I truly believe this has been time well spent and my team is also giving positive feedback in their own growth."

"I'm very appreciative of this program. I'm considering purchasing seats for future employees as time goes on."

MISTY ALLEN

State Farm Insurance Agent

OBJECTIVES

State Farm agent, Misty Allen, was looking for a program that would allow her to better empower and support her growing team. Ideally, she was looking for a leadership development program that catered to all team members, new and established, with content and exercises that could be completed individually or collectively as a group.

SOLUTIONS

Team leaders need visibility into how their teams want to be led and motivated, in order to create the best system of support, coaching, and benefits.

With the **Project OTY Lead with Confidence** program, Misty and her team were led through a series of 16 modules to create a Roadmap of their team's visions and goals, both personal and professional.

Each employee shared their Roadmap and goals during weekly Lunch & Learn team meetings. With these insights from the team, Misty was able to support her team and adjust perks and benefits based on the goals of each team member.

BENEFITS

Strengthened Team Building

The State Farm team initiated Wednesday Lunch & Learn sessions that they have continued as a way to check-in.

Improved Team Dynamic

Misty was better able to assess the fit of each team member and made the decision to off-board a member.

Aligned Compensation

Based on a team member's travel goals, Misty aligned their work objectives with a bonus to offset travel costs.

Enhanced PTO Planning

With visibility into a team member's goals to spend time with family, Misty tied their work goals to building a PTO bank.