



# 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.