

HOLISTIC SOLUTIONS

Delivery of Coaching, Emotional Intelligence Assessments and Training



Virtusa is an industry leader with a solid track record of software solution delivery success. It is a global information technology (IT) services company providing IT consulting, technology and outsourcing services. OPRA was chosen to be a part of their development program to bring out the strengths and pinpoint areas of improvement for their management and coaching candidates.

THE CHALLENGE

Virtusa needed coaching services for 14 high-potential leaders as part of their in-house Global One Leadership Development (GOLD) Program. Through this coaching and development project, Virtusa wanted the managers to learn about the traits that they should continue and others that they should develop more on. OPRA was one of the providers for the coaching service and also brought to the project a comprehensive solution of Emotional Intelligence, involving assessment and evaluation.

OPRA'S SOLUTION

In addition to an ongoing coaching and evaluation program for leadership candidates, OPRA delivered a 2-day Emotional Intelligence workshop to help candidates understand and apply the seven skills in EI, the EI multi-rater assessment they received as well as how they can work with their coaches to apply EI in their work and life.

The overall solution included:

- Emotional Intelligence Multi-Rater Assessment and Report
- Emotional Intelligence Enduring Impact workbooks for self-development and facilitation with coaches
- 2-day Workshop on Emotional Intelligence
- Individual Coaching (Continuous)

RESULTS

The EI program received positive response from candidates as well as associate coaches OPRA was working with, it provided a framework of communication and exercises to facilitate change, both in self-management and in managing others. Coaches report that candidates have shown greater commitment, alignment with values, recognition of strengths, and overall improvements in applying learnt skills to manage their own career goals and also their workplace interactions.

"... a lot of buzz around how this was transformational... helped them figure out a lot about why they behave. Some of the team have realized this and started seeing benefits."

Girish Ragadurgam
Associate Director, Technology