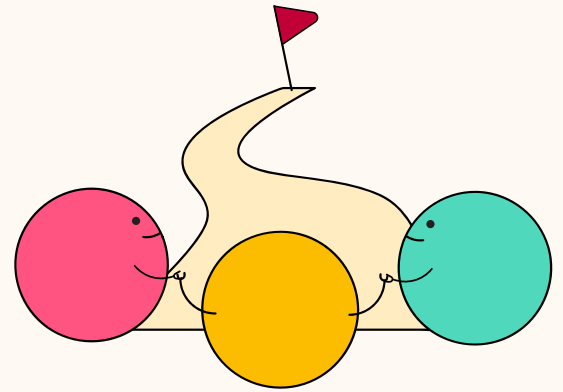


## CASE STUDY

# FocusU Empowers Lenovo's Finance Leadership Team to Foster Creativity and Achieve Organizational Goals



## About the Client

Lenovo, a global leader in smart technology, digital solutions, and services, has been at the forefront of shaping computing intelligence. With operations in over 180 markets worldwide, Lenovo continually explores and redefines technological boundaries to stay ahead in the fast-evolving digital landscape, helping businesses and individuals reach their full potential.

## Background

Constant innovation requires a strong strategic vision and a culture of creativity across all departments. Leadership within the company is required to indulge in continued innovative techniques to fulfill departmental and organizational goals and drive the company's financial success.

Even with some of the greatest talent driving the Finance team at Lenovo, the senior leadership team faced problems with the following:

- 1 Breaking down silos and fostering a culture of collaboration
- 2 Creating a unified approach to drive the company's financial success
- 3 Helping the finance team prioritize effectively to reach organizational goals

To overcome these challenges, Lenovo partnered with FocusU to deliver a specialized program. FocusU's objective was to help the finance leadership team effectively communicate the company's vision, enhance internal communication, and foster collaboration and problem-solving.

## The Solution

FocusU developed a comprehensive and highly interactive corporate training program for Lenovo's finance leadership team. The workshop, titled 'Prioritizing and Driving Organizational Success Through Innovative and Action-Oriented Leadership,' was designed to equip the team with the necessary tools and mindset to align their strategic vision and work closely with their teams.



### Day 1: Building a Strong Foundation

The first day began with an ice-breaking session, which allowed participants to connect with their instructors and understand their peers' pain points through open communication.

Following this, the team engaged in activities based on Kolb's Learning Styles and Experiential Learning Cycle. This activity highlighted the importance of creating learning processes that support each other. The session's team-building exercises focused on collaboration, situational leadership, and strategic thinking—key elements in effective corporate training programs.



### Day 2: Strategic Visioning and Innovation

The second day focused on strategic visioning and fostering innovation using the Lego Serious Play (LSP) methodology. LSP involves building three-dimensional models to enhance creative thinking and communication and was chosen for its effectiveness in encouraging participation from all team members and surfacing deep insights.

As the day progressed, the LSP tasks became more complex, like building 3-D models that represented the overall vision and organizational goals of Lenovo.

After the models were completed, each leadership member had a chance to talk in-depth about their model and facilitate conversations around their thought process while making it. This way, all members opened themselves to diverse perspectives.

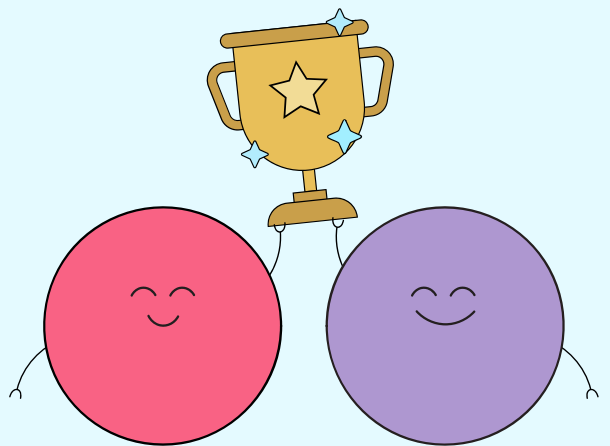
In the final session, the members were asked to work in groups and devise strategies for effectively communicating the organizational vision to their whole team. After successfully completing the activity, the members came up with highly innovative approaches, such as onboarding through gamification, an AI buddy system, and more.

## Results and Outcomes

The two-day interactive training program resulted in the following outcomes for the finance leadership team at Lenovo:

- Learning collaboration activities to break down team silos and foster a culture of sharing and co-working within the team.
- Developing a shared team vision that aligns with organizational goals and financial success.
- Embracing new perspectives, which will ensure Lenovo retains its competitive edge in the global market.

It is safe to say that by the end of the workshop, Lenovo's Finance Leadership Team had developed the skills and mindset necessary to lead with innovation and strategic clarity, setting the stage for sustained organizational success.





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