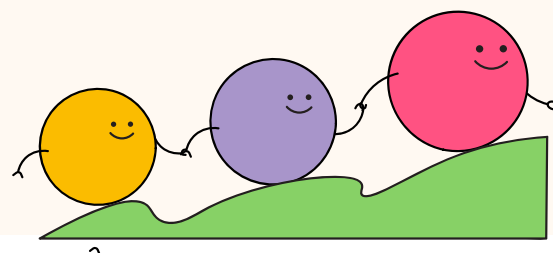


## CASE STUDY

# ZEAL: A 9-Month Leadership Transformation Journey at Zavenir



## About the Client

Zavenir is a forward-thinking organization in the surface engineering industry, known for its commitment to innovation, people development, and sustainable growth. With a vision to build a strong leadership pipeline, Zavenir invests consistently in enabling its people to lead with clarity, agility, and purpose.

## Background

Recognizing the need to develop high-potential talent into future leaders, Zavenir partnered with FocusU to design a structured, immersive, and impactful leadership journey. The goal: to nurture leadership skills that go beyond functional expertise and foster personal effectiveness, strategic insight, and the ability to influence.

## Problem

Zavenir had identified a cohort of promising managers at the mid to senior level who were technically sound but needed support in:



Developing executive presence and strategic thinking



Managing teams and influencing stakeholders without authority



Enhancing time management and decision-making



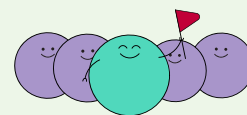
Preparing for broader leadership responsibilities in the near future

The organization needed a program that was not just theoretical, but deeply experiential, practical, and aligned with business realities.

FocusU co-created the Zavenir Emerging Achievers Leaders (ZEAL) Program - a 9-month transformational leadership journey built on three core pillars:

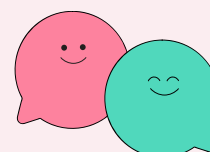
### Invoking the Leader in You

- **Dec 23:** Exemplary Leadership Behaviors – Grand Launch event
- **Jan 24:** Growth Mindset
- **Feb 24:** Executive Presence & Personal Branding



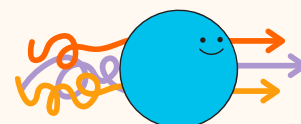
### Management Acuity

- **Mar 24:** Business Acumen Simulation (Build Your Business)
- **Apr 24:** Time Management & Result Orientation – “Do more with less”
- **May 24:** Strategic Thinking



### Leading People & Teams

- **Aug 24:** Influencing Without Authority



Each module was designed as a standalone learning experience but woven into a larger narrative to reinforce learning over time. The learning journey was supported by microlearning, reflection, and manager connect points to aid learning transfer.

## Execution

The ZEAL journey was delivered through:



6 Facilitator-led workshops



1 Business Simulation (Build Your Business)



1 Grand Launch with senior leadership participation



Microlearning nudges via FocusU's LMS (LearnWorlds)



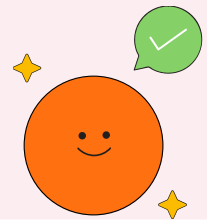
Periodic GROW-based workplace application reflections



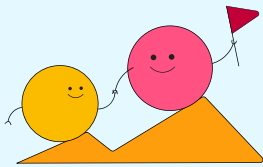
Pre- and post-assessments to track development

Each workshop followed a consistent structure:

1. Pre-work: Self-reflection, articles, and microlearning
2. Live workshop: Experiential facilitation with real-world frameworks
3. Post-work: Application of insights in the workplace
4. Manager Connect: Encouraging ecosystem support for learning transfer

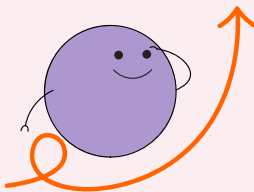


## Impact



### Leadership Readiness:

Participants demonstrated increased confidence in taking on leadership roles, with stronger decision-making and people engagement skills.



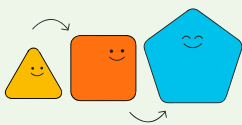
### Mindset Shift:

There was a marked transition from task-oriented thinking to a broader leadership mindset - fueled by modules like Growth Mindset and Strategic Thinking.



### Business Acumen:

Through the business simulation, leaders gained firsthand experience of navigating business challenges, managing trade-offs, and thinking cross-functionally.



### Influence Without Authority:

Leaders learned to drive change, even in the absence of formal authority - an essential capability in matrixed or lean structures.



### Learning Transfer:

Regular reflection and workplace application ensured that the program was not just an event—but a sustained shift in behavior and impact.



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[www.focusu.com](http://www.focusu.com)