Mehdi Ben Mouloud

Transformation Lead & Project Manager

Nationality: Moroccan

Current Location: Tangier, Morocco

Program Participant: January 2016 - June 2017

Main leadership challenge at the outset:

- Not getting proper buy-in because of my directive leadership style
- Untapped potential and unbalanced work-life split
- Lack of stakeholder management knowledge resulting in project management issues

Key learnings during the program:

- Understanding the behavioral style preferences of myself and others made me a more considerate and thus more effective leader
- I am more easily adapting to various people and situations
- Learning and practicing political savviness in a safe environment made me realize how powerful stakeholder management is if it's done well

My programs highlights:

- The program team truly cared about each participant and believed in us
- The program length of 18 months allowed for sustained behavioral change
- The most challenging assignments proved to be the most effective and it was good that they were mandatory to complete in order to graduate

Personal Impact:

- Personal development as a human being
- Newly embedded habits and behaviors
- More clarity around career progression and my leadership purpose

Business impact:

- Direct application on the job
- Impact beyond program participants
- Positive influence on the company culture
- Stronger stakeholder relations

»Before starting the program I was a dominating and very direct person, clashing with others because of the way I communicated. My style often led to conflict and different outcomes than I was striving for. Working through the different phases of the program, supported by GAIA Insights' mentors the practical tool box I was provided with, gave me the time and space for both self-reflection and professional development. The program has made a powerful, long-lasting impact on how I see myself and what I believe is the best way to live and work. Learning to lead with vulnerability has become my leadership style and to this day still has the biggest impact on me.«