

Case Study: From uncertainty to a clear leadership pipeline

How Ama La Vida helped a global company prepare its VPs for what's next.

Client Backdrop

A multi-billion-dollar global organization undergoing rapid growth recognized a critical need: a stronger, more predictable pipeline of future executive leaders. With shifting business demands and evolving senior leadership, the organization needed a structured way to identify, develop, and prepare Vice Presidents for senior roles.

Challenge

The organization faced several leadership pipeline gaps:

- No unified definition of what successful executives look like within their culture
- A need for clearer criteria to distinguish “ready now” vs. “ready soon” VP talent
- Limited visibility into leadership capability and potential across the VP population
- Fragmented engagement and limited cross-functional collaboration among VPs
- A desire to elevate leadership expectations as part of a high-performance culture

The core question: How do we accelerate VP growth and readiness to ensure business continuity and future success?

Our Approach

Ama La Vida partnered closely with the People Development team to co-design a VP Succession Planning Program directly aligned to the organization’s strategic priorities. Our role focused on translating strategic intent into a practical, experiential, and scalable leadership development journey.

1. Executive Alignment & Insight Gathering

We collaborated with senior leaders to:

- Understand the organization’s validated leadership competencies
- Identify the critical business drivers required of future executives
- Integrate the organization’s existing readiness model (Ready Now / Ready Soon) into the program structure and development planning

2. Integrating External Assessment Data

The organization engaged an external assessment firm to evaluate VP strengths, risks, and leadership capabilities.

ALV’s role was to:

- Interpret assessment insights and translate them into personalized development plans
- Use assessment themes to inform workshop content, coaching focus, and cohort discussions
- Support leaders in understanding how to leverage the data to accelerate readiness

3. Designing a Cohort-Based Leadership Experience

To address both collective and individual development needs, ALV designed a multi-modal experience that included:

- Quarterly in-person summits to deepen connection, alignment, and enterprise thinking
- Leadership workshops grounded in the organization's competencies and business drivers
- Executive coaching for targeted development, reflection, and accountability
- Structured mentorship recommendations to increase visibility, exposure, and sponsorship
- A capstone initiative where VPs solve real business challenges and present strategic recommendations

4. Creating a Scalable Succession Program Model

Although the initial ask was simply to create a VP succession planning program, ALV expanded the value by:

- Mapping development experiences directly to the organization's succession strategy
- Aligning all program components—workshops, coaching, summits—with the leadership competency model
- Creating clarity around how the cohort experience supports enterprise-wide talent objectives
- Designing a repeatable model that the organization can scale for future VP cohorts

Impact

This engagement enabled the organization to:

- Establish a structured, strategic pathway for preparing VPs for senior executive roles
- Build a shared, enterprise-wide understanding of leadership expectations
- Increase collaboration, engagement, and cohesion across the VP community
- Use assessment insights more effectively to drive targeted development
- Implement a consistent approach to developing top leadership talent
- Launch a flagship program that will serve as a high-visibility pipeline for future