

# Jack



Jack was a successful engineer, with strong technical performance in manufacturing. Given the opportunity for a broad development assignment in HR operations, he was excited about learning new perspective on the business and exploring his technical background in new applications. Jack was highly creative, with extensive outside interests ranging from rock band to graphic design work. He was an active blogger and lifelong learner. In his new role, Jack was confronted with new challenges, including influencing executives and facilitating multi-functional teams to resolve soft-technical issues.

We leveraged the Chocolate Cake methodology to identify unique opportunities for Jack to practice his influence and facilitation skills within the team as the leader of team book club; this played to his strengths as the thought leader, but also placed him in the facilitator role for open discussion and debate. Book club presented a safe environment for relationship building, feedback and reflection, while leveraging his strength for the development of the entire team. The experiences in this role broadened Jack's development, and opened up conversations on attributes of work environment in the context of functional culture. Jack has returned to manufacturing, and is very successful in facilitating creative solutions and leading strategic projects.