

OBJECTIVE LEADER



# SMARTEST ENERGY CASE STUDY

Lifting Leadership Capability Across Middle and  
Senior Leaders



Program:  
**Accelerator™**

Tools:  
**OLA**

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Discover how we partnered with **Smartest Energy** to overcome key challenges, implement a tailored leadership solution, and deliver measurable outcomes that created lasting impact.

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# Client Overview

To develop a more focused and effective strategy, we begin by building a clear understanding of the client's environment, challenges and priorities, while assessing the development needs of participants.

**Key Info:** 



## Industry

Energy & Utilities



## Delivery Method

Individual Coaching, Assessment



## Leadership Level

Emerging, Frontline



## Development Areas

Performance & Accountability, Courageous Conversations

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# Challenge

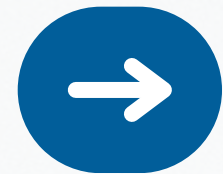


SmartestEnergy was experiencing rapid growth and needed to build the capability of emerging and frontline leaders as their responsibilities increased. Leaders needed greater confidence in people leadership, strategic thinking and managing increasingly complex teams and stakeholder relationships.



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# Solution



## Accelerator Coaching

Delivered tailored leadership development through Objective Leader's Accelerator program.

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## Leadership Assessment

Used capability assessments to identify individual strengths and development priorities.

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## Development Planning

Created personalised development plans aligned with each leader's needs.

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## 1-to-1 Coaching

Delivered five targeted coaching sessions focused on real workplace challenges and practical development.

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# Program Results



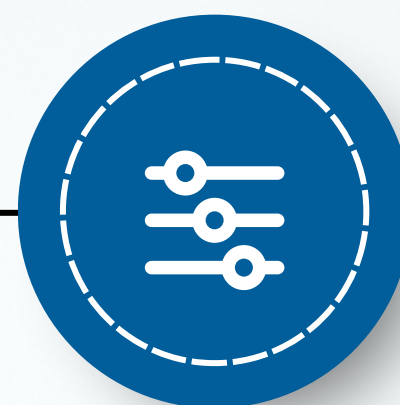
## Program Advocacy

100% of surveyed participants would recommend the program.



## Leadership Confidence

Reported increased self-awareness, confidence and leadership effectiveness.



## Practical Application

Applied strategies for delegation, feedback, collaboration and difficult conversations.



## Continued Development

Six participants progressed into further coaching.

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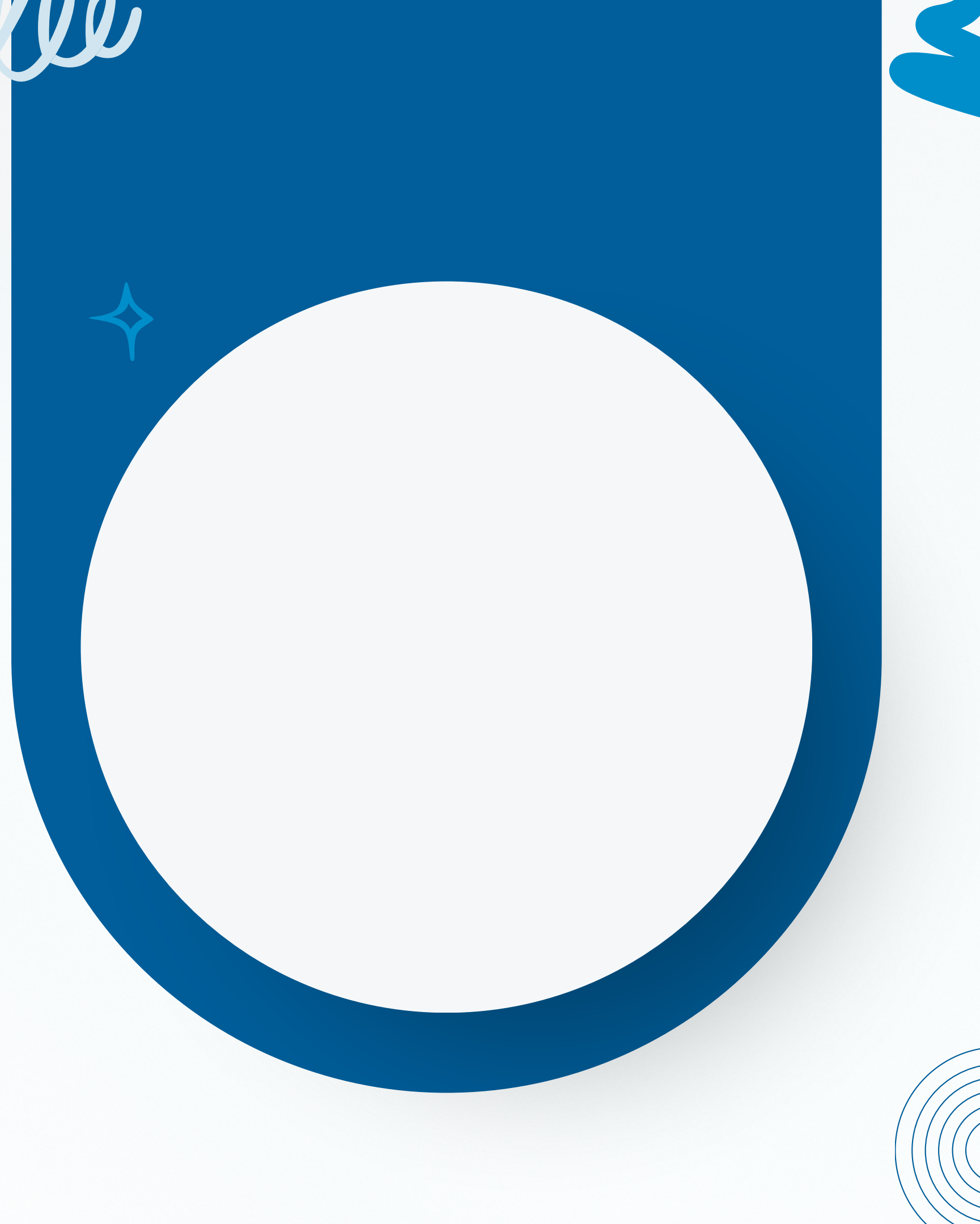
# Testimonial



“During my time as CEO, Objective Leader supported SmartestEnergy through an important period of growth, providing our emerging and frontline leaders with tailored assessments and individual coaching. The practical approach helped participants strengthen their self-awareness, people leadership and ability to manage real workplace challenges. The positive feedback and continuation of coaching reflected the value our leaders gained from the program.”

**Robert Owens**

Former CEO





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