

CLIENT CASE STUDY

Tanja Dysli
Chief Supply Chain Officer
IKEA USA



INTRODUCTION

Women Taking the Lead was hired to work with Tanja Dysli approximately 8 months after she had received a promotion. It was four months into the pandemic and she reported feeling "all over the place in a state of confusion, and frustrated." The boundaries between work and home were blurred and self-care was nearly nonexistent. Tanja was already being groomed for another promotion but expressed a disinterest in it. Her current role was presenting more challenges and requiring more personal sacrifice than expected. Though she was the ideal candidate, another career opportunity was seen as a threat rather than an opportunity.

OBJECTIVES

Partnering with Tanja, three goals were identified:

- Gain more understanding of her own personality, communication style and preferences.
- Reduce stress, be more calm, patient, and relaxed.
- Find a way to be successful without compromising herself.

OUTCOMES

Through the nine-month program Tanja conveyed greater trust in her team. She delegated meeting assignments, granted her team more decision-making power, and found more opportunities to showcase their work. They received company-wide recognition for their initiatives during the pandemic. Tanja has strengthened her relationships with her colleagues and received higher marks on her annual performance review and approval to continue working with a coach to prepare her for an eventual promotion in the next few years, which she is more open to considering.

SOLUTIONS

Information Gathering

Tanja took the Everything Workplace DiSC indicator to assess her communication style and to gain a greater understanding of other communication styles. She also took the Energy Leadership Index Assessment (ELI) to identify what beliefs she held that were creating her stress reactions.

Creating a Foundation

Tanja did a visualization to capture her experience at work after all challenges were resolved. This gave her a destination to work toward as well as indicators of progress. She also identified self-care practices to implement immediately that would keep her energy up and provide mental clarity.

Removing Barriers to High Performance

With information gathered from the ELI, Tanja was able to see what thought patterns were triggering her stress reaction. These patterns were addressed and new thought patterns were adopted allowing her to observe and see more opportunities. What had been stressful situations, no longer were.

Hone in On Strengths

Through a values assessment and exercises designed to identify natural strengths, Tanja was able to get a clear picture of who she is as a leader and the value she brings to her organization. This made it easier to utilize her strengths and delegate tasks that were better suited to others.