



APPROACH
SERVICES 

CASE STUDY

91% of Leadership elevated in 10 Months
Driving Innovation and Strategic Change Management

scitech



APPROACH
SERVICES

SOLUTION

Our unique value proposition is centred on flexibility and scalability:

Tailored Learning Pathway

- Approach Services co-created a 10-month comprehensive leadership learning program with the senior leadership team which aligned with Scitech's vision.

Blended Learning Model

- Through a blend of 2 in-person workshops, 6 virtual coachings, 23 weekly learning nuggets, and 7 self-directed learning modules, the program addressed core leadership capabilities while reinforcing learning retention and continuous learning habits.

Social Learning and Collaboration

- We cultivated self-managed learning circles to foster agency, peer support, accountability, and ongoing cross-team collaboration beyond the formal sessions.

Continuous Leadership Engagement

- The Senior leadership team stayed involved through internal performance and career planning systems ensuring the progress aligned with strategic objectives, making learning relevant to daily work.

We transform projects, inspire change, let people thrive!

OBJECTIVE

Scitech aimed to equip its leaders with the tools and skills to drive innovation and their vision for STEM engagement forward. They wanted a leadership development program that would foster strategic thinking, cross-team collaboration, conflict resolution, and change management—ultimately creating a culture of accountability, trust, and adaptability across the organisation.

CHALLENGES

Resource Limitation

Internal resources were stretched, making it difficult to design and implement an effective leadership program without external support.

Sustaining Engagement

To keep busy leaders involved while managing operational demands, Scitech needed new ideas to boost accountability and participation.

Long-term Impact

Recognising that training often falls short on results, they sought a fresh framework to build a culture of ongoing learning.

POSITIVE OUTCOMES

HIGH ENGAGEMENT

91%

graduation rate, with 73% attendance in virtual coaching sessions and 74% in face-to-face workshops

IMPACT ON LEADERSHIP

70h

of learning delivered per leader, with a 66% completion rate of self-directed & optional materials. Leaders reported significant improvements in confidence, effective communication and cross-team collaboration.

GROWTH & ROI

6x

Using industry turnover and salary benchmarks, the program generated a 6x ROI on the client's investment.

CULTURAL SHIFT

74%

of learners reported enhanced understanding of business strategy and long-term vision, along with increased trust and accountability.



WHAT OUR CLIENTS SAID 

"Approach Services has encouraged us to step out of our comfort zones, seek new leadership opportunities, and apply what we've learned directly to our roles. This program has not only improved my leadership skills, but it has also helped me build confidence in my abilities. I am a stronger leader today because of this experience."

"At the beginning of this learning journey, being new to Scitech meant that I didn't have the wider relationships throughout our organisation. Coming to the end of this learning journey I feel confident that I now have a great network within our organisation!"

FROM APPROACH SERVICES

"The Scitech team showed incredible dedication and made the most of their learnings. Once we brought them into the learning circles, they really started to gain momentum with their learning nuggets. Their enthusiasm has been inspiring, and they're continuing this journey with great energy!"

