



## THE COMPANY

Seaspan is the worldwide leader in independent containership management and ownership. With a fleet of over 132 vessels worldwide, the top container liner companies from around the globe trust Seaspan to deliver their cargo to international partners. Seaspan has over 4,800 employees, with global headquarters in Canada, Hong Kong and India.

## THE LEADERSHIP PERFORMANCE INDEX (LPI)

The Leadership Performance Index is an online feedback system that brings together views from a leader's direct manager, peers, direct reports, and other relevant people. The leader who undertakes a survey is provided with a personal report that can easily be translated into actions. LPI contributes to more evidence-based coaching conversations in connection with individual development initiatives and enables the organization to measure leadership performance across the organization.

## THE OPPORTUNITY

In 2018, Seaspan identified a need to benchmark and upskill management across the organization as part of their ongoing commitment to increase manager capabilities. Seaspan partnered with Certified Elite Partner Predictive Success to deliver LPI to leaders globally.

## THE RESULTS

After training 60 leaders across the company, Predictive Success was able to benchmark key management skills to pre-training surveys. Seaspan leaders saw a **30% overall increase in core capabilities**. Direct knowledge of management strategies **increased by 39%**. The company also saw an increase in their understanding of how to **coach and develop direct reports as well as identify new team members and build their division**.

# 32%

**INCREASE IN SENIOR LEADER'S UNDERSTANDING OF HOW TO ASSESS AND IMPROVE PERFORMANCE.**

# 43%

**INCREASE IN UNDERSTANDING OF HOW TO DELEGATE AND FOLLOW UP.**

*"The LPI training delivered fantastic insights for our team. The program should be adopted by senior leadership teams focusing on day-to-day management, as well as long-term strategic planning."*

**- Senior Executive participant in the LPI training**

