

Direct increase in knowledge of management strategies by 39% and 30% to coach and develop direct reports using The Predictive Index with Seaspan

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.

INDUSTRY

Logistics

EMPLOYEES

2800

GLASSDOOR RATING

3.6

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.

CHALLENGES

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.

SOLUTIONS

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 a **30% increase in its ability to coach and develop direct reports**. Finally, leaders saw a **28% increase in their ability to identify new team members and build their division**.



39%

Increase in direct knowledge of management strategies



30%

increase in its ability to coach and develop direct reports



28%

increase in their ability to identify new team members and build their division.



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

