

NN Group



Leadership Development - High potentials development programme

Challenge: To best prepare future senior leaders for their role as drivers of the Future Ready strategy, we strengthened NN's leadership pipeline through a unified leadership culture of agility, self-awareness, and collaboration across geographies.



Global Reach

- **Client:** NN Group – Financial Services (Insurance & Asset Management)
- **Audience:** All high-potential mid-career professionals (ages 25 - 45) from multiple global markets and business units
- **Delivery:** Since 2024, we've supported 5 cohorts which each run for 9 months



Our Approach

For this project, Doors Open provides full consultancy support as NN's external Leadership Development partner, collaborating with one internal colleague to design and deliver all initiatives.

- **Blended learning design:** Two five-day long in-person modules (one international, one in The Netherlands) plus virtual learning and peer coaching between sessions



- **Partnership:** Co-created with NN's internal Leadership Development team
- **Learning focus:**
 - Strategic business projects tied to NN's transformation agenda as final assignment
 - Application of the NN internal leadership framework
 - Coaching-based practice (GROW model, solution-focused feedback)
- **Stakeholder collaboration:** Senior leaders engaged as mentors; cross-market peer groups built global connection
- **Change integration:** Continuous engagement through NN's internal learning platforms, ensuring reflection and ongoing application
 - **Participants:** ~40 per cohort, high engagement and completion rates across global markets
 - **Behavioural outcomes:**
 - Increased leadership confidence and self-awareness
 - Stronger collaboration and inclusion across markets
 - Greater strategic agility and purpose-driven leadership
 - **Organisational results:**
 - Alumni promoted into senior roles within 2–3 years
 - Business projects delivered tangible strategic improvements
 - Programme recognised internally as a flagship leadership journey
 - Sustained positive feedback from participants and sponsoring managers

