



Who's the client?

OMV, headquartered in Vienna, is one of Austria's largest listed industrial companies. OMV was founded in 1956 and is now active in more than 30 countries world-wide. An integrated oil and gas company with around 29,800 employees it focuses on growth in its three business areas of Exploration & Production (E&P), Gas & Power (G&P) and Refining & Marketing including petrochemicals (R&M). OMV runs a network of more than 4,500 filling stations under the brand names OMV, Avanti, Petrom and Petrol Ofisi and also operates four refineries.

What did the client need?

A progressive attitude to people development and a desire to build a community of strong leaders for the future resulted in the establishment of a number of talent development programmes across the organisation. Most recently these have been streamlined and consolidated across the OMV Group to create two core programmes – Talent Challenge Advanced for high potential professionals working at the mid level and Executive Challenge for more senior leaders with the executive and/or board potential.

How did it work?

Both programmes have strict nomination criteria and draw in delegates from across the global organisation. Senior leadership sponsorship and engagement levels are high and the content of the programmes is extremely carefully chosen to be challenging, progressive and world class in all respects. A combination of coaching, project work and 2-3 day seminars are included as core to the programmes which typically run over an 18-month period.

What did Positive Momentum do?

- Provide lead advisory, coordination and delivery for the whole of the Executive Challenge programme including four core workshops, kick off and closing events and ad hoc mentoring advice to delegates
- Provide a 2-day 'Reaching your Goals' kick off event for Talent Challenge Advanced
- Provide a 3-day 'Leadership Challenges' workshop for Talent Challenge Advanced
- Provide a 2-day 'Managing Change' workshop for Talent Challenge Advanced
- Provide an occasional Remote Leadership workshop as part of the OMV core curriculum

What were the results?

Feedback from the Positive Momentum components of the above programmes is consistently amongst the highest of any element and since the programmes have been running very many of the delegates have been promoted to more senior positions and are now beginning to swell the leadership ranks of OMV with skilful alumni.



What does the client say about Positive Momentum?

Positive Momentum have consistently proved themselves to be a perfect partner for our leadership development programs. They convince us with a deep understanding of our company's strategy and culture, and can challenge a senior talent group through expert facilitation skills and ability to give direct, constructive feedback.

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