



Case Study

Executive Coaching

How RISE® Became the Foundation
for Continuous Leadership Growth

Developing Mindful Leaders. Driving Results.



www.kounnisacademy.com



Client Overview

Ramon, a senior executive at **O.G. Chakarian Ltd**, joined the **RISE® Accelerated Management Program** with the objective of strengthening his leadership capabilities and becoming a more effective people leader.

Having extensive professional experience, Ramon recognized that modern leadership requires more than technical expertise. He wanted to further develop his communication, self-awareness, decision-making, and coaching skills in order to create greater impact within his organization.

Following the successful completion of the RISE®, Ramon continued his development through a personalized Executive Coaching Programme with Constantinos Kounnis, turning learning into lasting behavioural change.

Challenge

Like many experienced managers, Ramon was operating in a fast-paced business environment where leadership required balancing operational demands with people development. His main objectives were to:

- strengthen leadership confidence
- improve communication and influence
- enhance emotional intelligence and self-awareness
- develop a more strategic leadership mindset
- better support and develop his team

Rather than viewing leadership development as a one-off training event, Ramon wanted an ongoing process of continuous improvement.

Our Approach

The development journey consisted of two complementary stages.

Stage 1: RISE® Accelerated Management Program

Through the four-module RISE® programme, Ramon developed practical skills in:

- Self-awareness and mindful leadership
- Emotional intelligence
- Communication and relationship building
- Team leadership, Delegation and Coaching
- Building trust and handling challenging conversations

The programme provided practical tools that could immediately be applied in the workplace.

Stage 2: Executive Coaching

After completing RISE®, Ramon continued with a personalized Executive Coaching programme. Over several one-to-one coaching sessions, we focused on:

- applying the RISE® principles to real business situations
- strengthening leadership presence and improving decision-making
- navigating leadership challenges
- increasing confidence in managing people
- creating sustainable personal and professional growth

This combined approach helped turn structured learning into everyday leadership practice.

Impact & Outcomes

Throughout his development journey, Ramon demonstrated measurable progress in several leadership areas.

Key outcomes included:

- ✓ **Greater self-awareness and emotional intelligence.**
- ✓ **Increased confidence when leading peoples**
- ✓ **Stronger communication and relationship-building skills**
- ✓ **A clearer long-term leadership development plan**
- ✓ **More effective coaching and delegation**
- ✓ **Improved ability to navigate workplace challenges**

Summary

Ramon's journey demonstrates that leadership development does not end when a training programme finishes. By combining the structured learning of the RISE® Accelerated Management Program with personalized Executive Coaching, he was able to deepen his leadership capabilities, reinforce new behaviours, and continue growing as a confident and effective leader.

His experience highlights the value of continuous leadership development, where training builds the foundation and coaching helps transform learning into lasting results.



Testimonial



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The RISE programme and executive coaching sessions helped me become more self-aware and more thoughtful in the way I lead and communicate. What I valued most was Constantinos' practical and personal approach. The conversations were always connected to real situations I was facing, and on one occasion he even guided me through a challenging phone call in real time.

The experience also helped me understand myself better and accept that our energy, mindset and performance will not be the same every day. Learning to recognise that, adjust my expectations and be less hard on myself has helped me become more balanced and intentional, both professionally and personally.

— **Ramon Papaioannou** | Senior Executive at O.G. Chakarian