



**KOUNNIS ACADEMY**

Professional & Personal Development

# CASE STUDY

Developing Mindful &  
Effective Leaders at



[www.kounnisacademy.com](http://www.kounnisacademy.com)



## Client Overview

Ultimate Group is a fast-growing global fintech organization operating in a highly dynamic, performance-driven environment. As the organization continued to scale, the need to strengthen leadership capability across its management team became a strategic priority.

To support this objective, Ultimate Group partnered with Kounnis Academy to deliver the RISE® Accelerated Management Program, complemented by Executive Coaching, during November and December 2025.

## Challenge

Rapid growth highlighted the need to strengthen people leadership by supporting managers' transition from technical roles, enhancing self-awareness, communication, delegation, and decision-making under pressure, while reinforcing a shared leadership mindset aligned with the organization's culture.



## Our Approach

The initiative combined structured group learning with individual Executive Coaching, ensuring both consistency and personalization.

### **RISE® Accelerated Management Program**

- Four interactive modules focused on self-awareness, relationship building, team management, and stakeholder trust. The program combined practical tools with real business scenarios from Ultimate Group, enabling managers to immediately apply learning in their day-to-day leadership role.

### **Executive Coaching**

- One-to-one executive coaching sessions provided a confidential and reflective space for managers to explore personal leadership challenges, gain clarity, and translate insights from the program into concrete actions tailored to their individual responsibilities.

This blended approach reinforced learning at both team and individual levels.



## Impact & Outcomes

The combined program and coaching delivered measurable impact:

- ✓ Increased leadership confidence and role clarity
- ✓ Stronger self-awareness and emotional intelligence
- ✓ Improved communication and collaboration within teams
- ✓ More effective delegation, feedback, and people management
- ✓ Greater alignment around a shared leadership mindset

## Summary

The RISE® Program, combined with Executive Coaching, strengthened leadership capability at Ultimate Group by developing more confident, self-aware managers and aligning leadership behavior with the organization's culture and growth objectives.



## Testimonials



*"Even after years of leading departments, Constantinos brought a fresh perspective that I genuinely needed. It is easy to get buried in the day to day, but his coaching helped me pull back to focus on high level strategy and the power of communication.*

*The sessions were direct and practical, providing useful ways to sharpen my decision making and delegation. Beyond my own department, this has shifted my perspective on how I interact across the whole company, improving my collaboration with stakeholders and broadening my view of the business. It has been a great investment in my leadership style, and I am fairly certain everyone I work with is enjoying the upgraded version."*

— Ramzi Ahmad  
Head of Data Science & Growth Data Intelligence Lab