CASE STUDY



Building Leadership Capacity to Power Sustainable Growth

How Mitsubishi Power Americas partnered with AMA to strengthen leadership capabilities across a growing, rapidly changing organization.

MITSUBISHI POWER

CLIENT SNAPSHOT

Mitsubishi Power Americas

Location: Lake Mary, Florida | **Size:** 3,300 employees

Industry: Power Generation · Energy · Manufacturing

Mitsubishi Power designs, develops, and manufactures proven, reliable power generation technologies and solutions across the Americas.

As the organization continued to grow, so did the demands placed on its leaders. Managers and directors were operating in an increasingly complex environment shaped by rapid business growth, technological innovation, organizational change, hybrid work, and a new generation entering leadership roles.

Mitsubishi Power partnered with American Management Association (AMA) to create a structured leadership development experience designed to strengthen the capabilities managers and directors need to lead effectively today, and prepare the organization for future growth.

AWARD-WINNING CLIENT SOLUTION

Brandon Hall Group™ HCM EXCELLENCE 26

Best Senior Manager Development Program

Recognized for a leadership development program designed to advance managers' skills and prepare them for greater leadership responsibility.

AMA American Management Association®

THE CHALLENGE

Strengthening Leadership for a Changing Business

Mitsubishi Power's leaders work in a technically sophisticated industry where innovation, collaboration, and organizational agility are critical.

As the company expanded to more than 3,300 employees, managers and directors were increasingly responsible not only for complex technical operations, but also for guiding teams through changing priorities and evolving workforce expectations.

Many managers brought significant technical expertise to their roles. Mitsubishi Power saw an opportunity to complement those strengths by developing a more consistent set of leadership capabilities across the organization.

The company wanted leaders to communicate and influence more effectively, think strategically, guide teams through change, collaborate across functions, and clearly present complex ideas and technical information.

The broader goal was to create a strong and consistent leadership culture, establishing common skills and behaviors for managers and directors, while also building the capabilities of high-potential talent.

THE AMA SOLUTION

An Extended Learning Experience Built for Application

Mitsubishi Power partnered with AMA to design a comprehensive leadership development experience for managers, directors, and high-potential employees.

Instead of treating development as a series of isolated training events, the program was structured to allow participants to learn, apply, and reinforce new capabilities over time.

The curriculum strengthens capabilities in foundational management and leadership, strategic thinking and alignment, collaboration and communication, leading change, and business and technical communication.

The broader development approach supports three dimensions of leadership:

- **Managers as Leaders**
  Participants strengthen leadership presence and self-awareness while building new capabilities in decision making, coaching, people leadership, and leading through change.
- **Organizational Uniqueness**
  Leaders build their ability to operate effectively within Mitsubishi Power's global, multicultural environment while reinforcing organizational values, culture, and expectations.
- **Business Fundamentals**
  Participants strengthen the business acumen needed to connect team priorities and day-to-day decisions to broader organizational objectives.

PROMINENT PROGRAM METRICS

2
Cohorts Each Year

20-25
Leaders Per Cohort

10
Months of Development

13
Instructor-Led Sessions

Together, these areas help establish a shared leadership foundation while addressing the realities of leading within a complex, rapidly evolving organization.

FROM THE CLASSROOM TO THE WORKPLACE

A defining feature of the program is its emphasis on practical application.

AMA's interactive, discussion-based approach gives participants opportunities to explore real organizational challenges and consider how new concepts can be applied directly to their roles.

Because the experience unfolds over 10 months, leaders can put new techniques into practice between sessions and continue building on what they learn.



That approach makes development relevant to the situations leaders face every day: from providing feedback and aligning teams around priorities to communicating with senior leadership and explaining complex technical information to a broader audience.

THE RESULTS

Building Capability and Putting It to Work

Participants report greater confidence in their ability to communicate with teams and senior leadership, align team goals with organizational strategy, lead through change, and present complex technical concepts in a clear and persuasive way.

The impact is also showing up in participants' day-to-day work.

113 Leaders Trained

4.7 ★★★★★ **OUT OF 5**

Average Participant Satisfaction Rating

Results include participants from the 2025–2026 cohorts.

In one example, a leader applied techniques for building alignment and delivering feedback within her team and reported improved communication dynamics and team effectiveness.

> **"It helped me be more effective and make a bigger impact for the organization."**

The cohort model has created another benefit: stronger relationships across Mitsubishi Power. Bringing together leaders from different functions and levels helps create connections that extend beyond the formal learning experience and support greater cross-department collaboration.

Participants have also expressed appreciation for Mitsubishi Power's investment in their development, with some advocating for broader access to the experience for newly hired or promoted managers.

BUILDING LEADERSHIP CAPABILITY FOR WHAT'S NEXT

For Mitsubishi Power, leadership development is an important part of preparing the organization for continued change and growth.

The experience has reinforced the value of establishing shared leadership expectations while combining repeatable tools with opportunities to work through real business challenges.

As the program continues to evolve, Mitsubishi Power plans to strengthen measurement and data collection, expand communication and presentation skill development, and continue building the leadership capabilities needed to support innovation and strategic growth.

As Mitsubishi Power continues to help shape the future of energy, its investment in leadership is helping prepare its people to lead through what comes next.

Build the capabilities your organization needs for what's next.

AMA partners with organizations to create practical learning solutions aligned with their people, priorities, and business goals.

amanet.org/case-studies