



## Challenge

APi Group has a goal of building great leaders throughout their company. They are focused on creating a culture of leadership at all levels, regardless of job title or role. With their vision of being the best in the construction industry in leadership development, APi Group knew they needed a foundational program that provided an opportunity for every team member to grow as a leader. It was also necessary to find a leadership development solution relevant to all employees in order to create even stronger relationships between their office and field populations for their collective growth and success.

## Solution

APi Group piloted The 7 Habits of Highly Effective People®, which turned into an ongoing engagement for more than seven years. The initiative builds self-awareness, influences behavior change, and reinforces the mindset of leadership being a choice. It also emphasizes the importance of everyone continuing to focus on the “leading self” aspect of their leadership. After each 7 Habits® work session, participants engage in an action plan and sustainment program to implement their learning at both work and home.

More than 600 APi Group employees have voluntarily experienced the 7 Habits®, and there is a continuous demand for more sessions.

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Employees now recognize how their individual contributions connect to the organization’s overall success. They’re getting to excellence faster, and the CEO feels that his people are more prepared for a future of intensifying competition.

## Results

The results speak for themselves: 82 percent of participants can clearly demonstrate how the 7 Habits experience has changed both their paradigms and behavior, helping them to be more effective leaders. Additionally, 96 percent of direct-supervisor survey respondents agree they have observed positive changes in participant behavior. APi Group has experienced an approximate 600 percent revenue increase since they began focusing on leadership development in 2001.

The impact goes beyond the numbers. The team feels invested, and they have a common language and framework. Stories are shared regularly about how the 7 Habits have

had an impact on both office and field participants' lives—both personally and professionally.

The demand and excitement around the 7 Habits continues to expand today. "If you are truly dedicated to investing in your employees as people, The 7 Habits of Highly Effective People serves as a foundational element toward achieving it," says Mike Shands, vice president of learning and development.

## About

APi Group is a multibillion-dollar parent company to more than 40 independently managed life-safety, energy, specialty-construction, and infrastructure companies in more than 200 locations worldwide.



### Industry

Construction

### Number of Employees

10,001+

### Opportunity

APi Group focuses on building a culture of leadership throughout all levels of their organization. With the help of FranklinCovey's The 7 Habits of Highly Effective People, the team has a common language and framework and revenues have exponentially increased.

### Solution

*7 Habits® Signature 4.0*



The FranklinCovey All Access Pass® allows you to expand your reach, achieve your business objectives, and sustainably impact performance with unlimited access to FranklinCovey content. The pass comes complete with tools, assessments, videos, digital learning modules, and all of FranklinCovey's training courses—available Live-Online, On Demand, and Live In-Person.

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