



Case study: Building confident, high-performing leaders across Australia

As organisations grow, the gap between technical expertise and leadership skills becomes increasingly visible. For DGL Group, that gap became a clear priority and the starting point for a partnership with Odyssey Training.

THE CHALLENGE

With teams spread across multiple states, DGL Group needed to build leadership skills across the business. Their emerging leaders and team leaders were capable and motivated, but required structured support to step into their roles with confidence and lead effectively in a modern, fast-changing workplace.

Their key priorities were clear:

- Strengthening leadership skills across different experience levels
- Improving team engagement and communication
- Equipping leaders with practical tools to manage and motivate people across teams in different locations

THE SOLUTION

In September 2025, DGL Group partnered with Odyssey Training to deliver two targeted programs across New South Wales, Victoria, Queensland and Online:

- **Emerging Leaders Program**
- **Leading Teams Program**

Over 65 participants took part through a flexible, multi-location delivery model:

- 4 closed group Emerging Leaders sessions: Sydney, Melbourne, Brisbane and Online
- 4 closed group Leading Teams sessions: Sydney, Melbourne, Brisbane and Online

Closed group sessions ensured each group could engage deeply with the content in a safe, focused environment, while the multi-location format meant consistent learning outcomes regardless of where participants were based.

WHAT MADE THE TRAINING EFFECTIVE

Odyssey Training's approach is built on learning that works beyond the classroom. For DGL Group, three elements stood out:

- Immediately applicable frameworks: Participants left each session with practical tools they could use in their very next team interaction
- Interactive, engaging delivery: Exercises and real-world scenarios kept participants actively involved rather than sitting and listening
- Relevance to real workplace challenges: Content was based on the real challenges of leading teams today, not abstract theory

THE RESULTS

Following the September 2025 programs, DGL Group reported meaningful improvements across their leaders:

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- Increased confidence among emerging leaders stepping into their roles
- More effective and proactive communication within teams
- Stronger alignment between leaders and organisational goals
- Improved collaboration and problem-solving across teams

Leaders across the organisation are now better equipped to address challenges, motivate their people and contribute to a high-performance culture.



The training was highly engaging, practical and immediately applicable. It provided our leaders with the tools, insights and confidence to lead more effectively and inspire their teams.”

- **Riya Espejo**, HR Advisor at DGL Group

THE OUTCOME

Building leadership skills across multiple locations and experience levels is no small task. By partnering with Odyssey Training, DGL Group equipped over 65 leaders with the skills and confidence to lead effectively, wherever they are.

ABOUT DGL GROUP

DGL is a leading provider of chemicals, materials and services to essential industries in Australia and New Zealand.

Ready to build leadership skills across your organisation?

For more information, visit www.odysseytraining.com.au or talk to our team:

- **Phone:** 1300 793 951
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