P E L M O *International*

Leadership & Communication Systems for International Partnerships

DIAGNOSTIC CASE STUDY

Smart People.
Broken Communication.
Expensive Consequences.

Communication style differences are the #1 cause of organizational breakdowns. When your team works across cultures, these five problems show up again and again.

5
Systemic Patterns Identified

7 of 7
Leaders Absorbing Problems That Weren't Theirs

01 Decisions Take Longer Because Roles Are Unclear

02 Leaders Say What Is Safe, Not What Is True

03 Meetings Are Used to Put Out Fires, Not Be Proactive

04 Feedback Is Given Too Late, or Not at All

05 When Pressure Rises, Departments Stop Communicating

Turn over for what we did about it.

We didn’t add more.
We removed what wasn’t working.

The leadership team was already stretched thin. Adding more frameworks would have made it worse. So we subtracted what wasn’t earning its place.

REMOVED	REPLACED WITH
− Weekly all-leadership meetings where most leaders sat through issues that didn’t involve them	+ 30-minute targeted sessions with only the people affected. Everyone else got a brief update.
− Two underutilized tech tools that added noise without supporting real workflows	+ One consolidated system for meeting notes, follow-up tracking, feedback, and process records.
− Scattered, informal feedback delivered weeks after the event	+ AI-assisted meeting notes feeding structured monthly coaching reports.

3 hours
per week back per leader

$75K–$120K
projected 6-month ROI

Time recovered went to proactive planning, growth strategies, and building the communication skills that strengthened their teams.

Your company communicates every day.
Is that communication costing you or building you?

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BOOK A CALL