



SUCCESS STORIES – A BETTER WORKFORCE

CASE 1 OUR STRATEGIC FOCUS

The Leadership Team of a Creative Consultancy faced a dilemma – stick with a major customer who had dominated their work or take a real risk and branch out. Each member completed a visual template to express their desired outcomes and the issues they faced at the moment. The SOAR model was used to develop their thoughts about the future through identifying their Strengths, Opportunities, Aspirations and Results. A map of their relationship with their major customer was generated which was very revealing. A scenario was then developed to see how they could move on without that major customer.

CASE 2 GROWING OUR MANAGERS

Prompted by an Investors in People Review a professional services company were keen to define the expectations of their managers in relation to the management and development of their staff. The company, a successful seller of companies, has a very distinctive culture which it does not wish to lose as it grows. An appreciative inquiry was conducted into management and leadership at its best and through a number of facilitated meetings involving the managers and directors the expectations were defined. This led to a number of development actions to strengthen the way in which the company is run.

WHAT PEOPLE HAVE SAID

“Again, many thanks for helping us to think through our strategy and offering relevant and sympathetic input. We found it very worthwhile.”

Managing Director, Accountancy Practice and Development Consultancy

“You are very unusual as a consultant...you really helped us come to our own solution”
Operations Manager, Professional Services Company

**For more information on this service or to discuss your needs contact me on 07710-415894
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Roger Wythe, the Learning Connection