

CASE STUDY



Leadership & Culture Change Programmes, 2011-2015

AT A GLANCE

Challenges

- Multiple acquisitions and change of business ownership
- Multi-cultural & functional ways of working
- High stress levels and low engagement

Benefits

- Higher levels of trust, loyalty and motivation
- Increased self-awareness and emotional intelligence
- Greater leadership autonomy



"Gestamp Chassis Business Unit was formed as part of a global company restructure, creating cultural and functional challenges in our ways of working. Juliette's leadership programme enabled us to meet these challenges and develop our key personnel. Her unique style of interactive learning opened our minds to embrace a more collaborative approach; inspiring, challenging and encouraging each other. Feedback: inspirational, created belief that training really is beneficial, provided the discipline and drive to move forward, benefit reaches far beyond today."

Kevin Potter

Gestamp, BU Programme Management

OBJECTIVES

Spanish based global supplier, Gestamp design, develop and manufacture metal components for the automotive industry employing around 28,500 people worldwide across 19 countries with a turnover of 5.6M euros. They acquired ThyssenKrupp Metal Forming in 2011. In order to sustain growth, there was a need for change in organisational culture, particularly across the UK sites.

SOLUTIONS

In order adjust to large changes in multi-cultural and multifunctional ways of working, I designed and delivered six personal leadership and cultural change programmes initially for the largest production site in Aycliffe, UK. The programme was delivered five times to 90 people across the UK business including key managers from spanish HQ over four years.

BENEFITS

One

Increased self-awareness and emotional intelligence.

Two

Higher levels of trust and open communication.

Three

Increased morale and motivation within the context of significant business restructure.

Four

Cross-cultural working and shift in mindset to a global perspective

T +44(0)7740 416 891 E juliette@juliettelee.co.uk

www.juliettelee.co.uk