

# CASE STUDY



## Leadership & Culture Change Programs

### 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 44,000 people worldwide across 19 countries with a turnover of €12,274 million. When they acquired ThyssenKrupp Metal Forming, there was a need for change in organisational culture, particularly across the UK sites in order to sustain growth.

### SOLUTIONS

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

### 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](mailto:juliette@juliettelee.co.uk)

[www.juliettelee.co.uk](http://www.juliettelee.co.uk)