



EXECUTIVE BOARD CASE STUDY - 'Need to re-focus'

Joy was approached by the HR Director to work with a lead Executive Board in the transport industry. Enjoying huge success, they were now locked into an increasingly complex project and political environment and found it hard to make time for quality discussion – other than around task review. With changes in the team they needed a compelling and shared vision and strategic direction that all their people could get behind.

Working closely with the HR Director and MD, Joy helped set clear outcomes and measures for success, designing a lively and creative agenda for an off-site meeting that would set the cultural shift they wanted. Having secured participant buy-in beforehand, on the day she got them quickly into an enthusiastic mind-set ready to thrash out some tough issues. Tailoring her approach, she used innovative ways to help them articulate their problems, form a new direction and strategy, keeping them on track and action-orientated.

The day took the team to a new level of understanding and collaboration, providing a platform for actions together with the ability to really play to their strengths. The HR Director reported a 'fantastic response – valuable and enjoyable'. He said 'I had no idea just how creative the team could be'.

He has since reported significant progress with key issues and much better synergy between the team.