CASE STUDY

GRUNDFOS SMT PERFORMANCE ENVIRONMENT PROGRAMME

Grundfos Watermill have been producing quality engineered products, combined with first class pre and post sales service, for over 40 years. In 2009, Wingman was invited by Grundfos Europe to develop the management team at the Watermill factory by establishing a performance environment that created a clear methodology and alignment to ensure the effective implementation of the business strategy following its recent acquisition

"The programme implemented by Wingman has had an immediate impact on the management of the side and the year-end figures" - Duncan Cooper, Regional Managing Director

CLIENT BRIEF

In consultation with the client, we agreed the following areas for development:

- Work with the interim General Manager to develop the senior managers into an effective Management Team

- Develop a high performance culture within the Management Team

- Create a management strategy for implementing the business plan

- Align the Management Team with the business strategy

- Create an action plan to ensure implementation of the business strategy

FRAMEWORK

Scoping: Explored the history behind the existing culture at the factory; the issues that were being experienced by the staff; and what their aspirations were for this programme

Development: A two-day experiential team development workshop enabling all the team issues to be aired and resolved. High Performance Team principles were agreed. An action plan was created to facilitate the implementation strategy for the business plan

Review: Follow-up sessions ensured that the team behaviours were maintained and that objectives from the action plan were completed on time

OUTCOMES

- An effective Management Team that has grown the business during tough economic conditions

- The Interim General Manager was able to develop and identify a suitable replacement

- Successful implementation of the business plan

- Turnover and profit increased

"We definitely worked more effectively as a management team due to this programme and the business benefited from this on the bottom line. - delegate

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GET IN TOUCH

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