

## CASE STUDY - Enhancing Leadership & Management Ability

<b>Overview</b>	<p>Newly-appointed managers concerned about meeting their goals wanted to ensure they were successful, for the company's sake and for their own growth.</p>
<b>Client</b>	<p>A leading engineering services contractor specialising in the installation and relocation of industrial plant and machinery.</p>
<b>Client's Challenges</b>	<ul style="list-style-type: none"> <li>As a result of a company Change Programme, a couple of key managers were apprehensive about their new roles and sought support to ensure their success.</li> </ul>
<b>Services Provided</b>	<ul style="list-style-type: none"> <li>We proposed coaching with follow-on telephone support to enable a strong focus on the specific issues and concerns each manager had.</li> <li>Also, completion of McQuaig Word Surveys® would enable the coach to ensure solutions aligned comfortably with their behavioural strengths - and thus more likely to be actioned.</li> </ul>
<b>Impact on Client's Business</b>	<ul style="list-style-type: none"> <li>One of the managers reported being able to accomplish far more in a day than he had ever done before.</li> <li>The other said: "I have definitely benefited from the sessions with Nigel; he is well organised and efficient and has a genuine concern for solving any matters that are causing concern. He approaches the personnel issues with a long term point of view and this is reflected in the regular contact that he has kept with me since."</li> <li>The company stated: "... the feedback I have received from the participants in this programme and their line managers has been extremely encouraging. I have personally noticed they now have a more positive and focussed approach towards their business/personal goals and future potential. And continued: "... For my part, I would like to convey my appreciation of the constructive advice and guidance you have given to me throughout our business association. I would certainly have no hesitation in recommending your services to any of your potential clients in the future."</li> </ul>