

# Case Study



A Scottish manufacturing company were stuck in an oppressive 'them and us' 1950's culture. The new inexperienced Managing Director could see that their very existence was threatened. He asked us to help transform their culture to one of cooperation and flexibility.

The management, trade unions and half of the shop floor workers participated in Bali Builders - our unique team and vision building event. Built around a business simulation, all the participants experientially learned how a negative culture impacts the business and also what a new dynamic flexible culture looks and feels like. Within days, the union shop stewards were breaking through demarcation practices that had existed for decades.

We supported this with intensive one to one coaching of the MD that enabled him to lead accelerated change superbly while developing their management team. While some of their UK based competitors have gone into decline, they are building up a strong Europe wide order book in the face of competition from India and the far-East.

They have recently moved into purpose build new premises to house the 25% increase in staff to cope with business volumes.