

STEPPING UP TO LEADERSHIP IN A MIDLANDS BASED TECH COMPANY

THE CLIENT

Growhouse was approached by a Midlands based tech company that was experiencing year on year growth. The core, tech focussed team of about 50 developers and senior management worked out of offices in the midlands with small sales teams in Australia, the USA and mainland Europe. Their core product was deployed in a number of multinational organisations.

Despite this success the CEO was still the go to person for almost every issue that arose. As a result the CEO believed he was not able to fully benefit from the success he had achieved since founding the company.

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THE CHALLENGE

Growhouse were approached to support the transition of leadership responsibilities from the CEO to a new second layer of leadership. The CEO identified 10 senior team members all of whom he believed to be capable of stepping up into new levels of responsibility.

THE PROGRAM

We designed and ran a 12 week program that would train participants in key leadership skills and to support the CEO in the appointing of the new layer of leadership.

The program covered the following topics:

- Process and People
- Discovering your Leadership Role
- Collaboration in the Workplace
- Leading Collaborative Teams
- Building the Future

Each topic was addressed in a 4 stage process:

- Introductory webinar
- A full day face-to-face training
- A full day workshopping the learning into live business scenarios
- One-to-one coaching to secure personal learning.

In the final workshops the participants identified a number of potential business improvement and split into teams to pitch those improvements to the CEO.

Alongside the training program, the CEO worked with a coach to understand his own barriers to relinquishing responsibility and to plan for integration of the new tier of leadership.

THE OUTCOMES

Nine months after the training was completed the program was still impacting the operations of the business.

Participants reported that after the training programme completed there was an initial loss of momentum. However, participants now had a language with which to challenge one another and were able to reinvigorate the process and pick up the three projects they had designed during the program.

In the same period of time, the client had increased its work force in its head office by 25% and reported a strong order book going forward.

The CEO reported that most of the participants had grown through the training programme and a few have become much more significant as leaders within the organisation.



Leadership Development Designed for You

We regularly work with leadership teams to design and deliver leadership programs that specifically meet the needs of the business.

When you invest time and money into developing your leadership team it has to deliver real results in the business. Why practice newly acquired skills in hypothetical exercises? We design training room exercises to get teams working on real life business improvements.

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