

# case study

## Enterprise plc invest in managers to steer through a period of growth

### Challenge

Having undergone a period of rapid growth through strategic M&A to obtain specific skill sets and enter new markets, Enterprise plc was looking to develop a standard across the business to provide consistency in managerial level behaviours. The business realised that in order to sustain future growth it had to adopt a more democratic and empowering leadership style whilst developing a culture of openness.

### Talent Solution

Getfeedback took a phased approach: firstly conducting business-wide training needs analysis to establish core skills required for success at Enterprise.

Highly skilled project management was required from Getfeedback to manage this process as stakeholders were from multiple locations. Following this bespoke workshops were created to fit each need. The managers participating in these workshops were of mixed abilities and differing levels of experience, some had worked their way up from ground level and were experiencing management for the first time.

Getfeedback's trainers were flexible to the different needs of those attending and adapted to fit the audience. Finally the workshops made up a development programme that was crafted to engage and develop managers in those competencies required to match Enterprise's rapid growth.

### Outcome

As a result of Getfeedback's focused project management support knowledge was transferred to Enterprise staff who were trained to administer and organise the development programme in-house.

Enterprise now have a structured and comprehensive suite of courses aimed at managing and developing people. The success of this development programme has significantly contributed to the new growth strategy employed by the organisation. They have changed to a process of organic growth, confident in the abilities of their existing staff to manage the transition rather than recruiting new leaders.

"This course has opened my eyes to other aspects of management which I will definitely be putting into practice." Course delegate, Enterprise plc.