



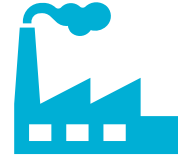
Transforming Manufacturing

Case Study | Lead as You



GG employs over 500 people and is one of the UK's leading manufacturers of bottled sauces. Operating from a site at Selby, the plant produces a wide range of both branded and retailer branded cooking sauces, pickles, salad dressings, dips and table sauces.

GG reported that culture was fueled by blame, management difficulties and a disengaged workforce. They described that positive change was a necessity for the organisation to survive.



Challenge

The extent of the problems described by both the MD and HR Controller at the company were larger than most organisations see. An entire shift in culture was needed to help this brand.

The goal was to increase confidence, positivity and excitement from the shop floor to the board room and improve how teams managed poor performance. We were to engage the workforce with an L&D strategy that support operational roles, functions and management teams with training.



The Solution

46 members of the operational and team leaders from the factory and cross functions were supported with a group and one-to-one coaching and development programme with the aim of;

- Feeling comfortable with difficult people and situations.
- Feeling confident in their own abilities.
- Bringing out the best of themselves and having tools and techniques to bring out the best in others.

This approach was complimented by a similar programme at Board level which had been cascaded down through the Senior Management ranks.



Results

- ✓ Budgeted profit was achieved.
- ✓ Employees took ownership of their areas and responsibility for their teams.
- ✓ The culture on the site is now more welcoming and open.
- ✓ The emphasis on both skills training and individual coaching techniques was identified as "best in class" by their parent company.



Productivity increased by **16%**



Cost per unit fell by **8%**



Waste decreased by **36%**



The results have been outstanding... The **vision, creative approach and originality** of our training... our people have truly used this radical period of transformation to **shape their lives for the better.** An outstanding achievement



Managing Director

