

Case Example | Optimizing the Team to Master Growth

Humatica individually assessed the professional staff of a rapidly growing technology company in order to get the right people in the right positions to facilitate 50% growth.

BACKGROUND & CONTEXT

- European technical products company with approximately 1200 employees worldwide
- Historical cost, quality and efficiency issues with key production site
- Constant management turn-over with numerous MDs over the past 4 years prior to the project
- Very informal and unstructured management/leadership processes
- Anticipated 50% volume growth
- Concerns about the ability of the organization to handle higher volumes without generating huge cost, quality and delivery problems

MEASURES

- Leadership and project management training for members of site senior management
- Establishment of basic quality and project management processes in the organization
- Intensive coaching of the site manager on more structured leadership style and approach
- Implemented well-structured set of more formal meetings with agenda and minutes, follow-up
- Replacement of two management team members

RESULTS

- Renewed organization and performance – much better working atmosphere
- Improved site performance - output, quality and schedule
- Better exchange of best-practices with other sites in the company
- Significantly reduced number of quality problems
- Significantly reduced employee turnover – stability in the management

HUMATICA APPROACH

- evalox thorough individual leadership and functional competence assessment including cross-calibration within the organization
 - 12 in-depth management, professional employee interviews
 - web-based 360° assessment tools utilized
 - workshops with supervisors to rigorously cross-calibrate results
- Identification of key problem areas and recommendations for the organization and for each individual
- Development plans defined for each individual
- Definition of required trainings or other measures to be taken

