

CASE STUDY

Developing team leader capabilities in a leading global telecommunications supplier



A subsidiary of General Physics (UK) Ltd
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“Very interesting approach to the topic; it will be of a lot of use in my daily work; real cases tried in the course.”

“The practical elements of the course are constantly available; I can put in practice many of the concepts immediately.”

“It gives me confidence that I am not ‘alone’ in solving the problems with my team.”

Feedback from the process

Since 2009 Bath Consultancy Group has been working with a leading global telecommunication solutions supplier, to improve team leader capabilities across the organisation. This has been designed to speed the integration of teams following the creation of the company from the two legacy organisations, two years ago and to support the new culture.

The project has involved developing a Team Model and Framework for the organisation, working with Talent and Leadership Development internally and adapting this to existing company frameworks. The Team Pulse questionnaire and Team Charter process are now available via the intranet for all team leaders.

From the outset this project was designed to be supported internally with intact leadership teams by HR Business partners, and so an extensive team process guidelines pack was created as an online resource for facilitators.

Bath Consultancy Group has worked with a range of senior global teams in the organisation including the CFO direct reports team as experienced team facilitators to build cohesion and thereby increase team performance and effectiveness.

We have additionally developed, piloted and are currently delivering a 2-day global programme, ‘Leading Teams’, which is based on the Team Model. This programme helps experienced team leaders raise their teams’ performance and develop their capacity for teaming in virtual teams. Bath Consultancy Group has put together a group of 6 of its principal consultants together with 15 associates from our international network to deliver programmes on a global basis from Latin America to Europe, Middle East and Africa and Asia.



Please contact us on +44 (0)1225 520866 or email office@bathconsultancygroup.com if you would like to find out more. We would welcome a conversation with you.