

# Case Study 2

## Organisational and Leadership Development

### The Client

Software Development  
Company



Discovering People's Potential

### The Challenge

Senior Management Development Programme to enhance senior management team performance and develop key individuals for this high profile provider of broker software support to the UK Financial Services Industry

### The Programme

- A six-month programme of workshops and 1-2-1 coaching sessions that brought about:
  - an enhanced trust and openness within the management team
  - more effective collaboration, cooperation and collective responsibility, breaking through barriers and improving communication
  - enhanced leadership skills including self-awareness of behavioural and influencing styles
  - a commitment to team-building and more effective team working
  - improved planning
  - enhanced awareness and understanding of individual issues and development needs
- The results of the programme supported dynamic organisational change within the company, with each member of the team developing the skills and confidence to take on different and increased responsibilities in new roles. At least one member of the team has since been nominated for a directorship within the company
- The organisational sponsor was kept updated with developments through regular programme briefings, with a final report submitted at the conclusion of the exercise

“We chose Cherryblue because the company’s values and ethos for developing people reflected our own commitment to investing in our people.

The company was genuinely interested in understanding exactly what we needed and delivering on their promises. The approach and delivery of service from Cherryblue was marked by total professionalism and reliability at all times”

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