

Delivering a new future as one team....

How can three distinct teams leverage their integration to deliver a unique and innovative value-add to global R&D?



Situation

A newly consolidated team of US and UK based in-house experts were to come together for the first time to craft a future that had to take their expertise from being 'the best kept secret' within R&D to a leading-edge asset delivering a unique and powerful global service.

Mansfield Buchanan was engaged to ensure that every member of this large and complex team had a Voice in shaping that future and were motivated to engage fully in the process of change.

Approach

With the inevitable post-integration uncertainties, historic but deep-seated personal tensions and concerns arising from a previous highly damaging 'team building' event run by a different consultancy, our approach was finely tuned to overcoming these multiple sensitivities.

Ensuring team engagement in the process from the outset was key to success and this underpinned a programme that integrated:

- a 'Pulse Check' across all three functions to gain insight into the emotional dynamic influencing attitudes and probe expectations/concerns
- using these insights and our experience of working with large, diverse groups to design a highly engaging programme for a 2-day 'all hands' off-site meeting that also enabled the few non-attenders to feel involved
- facilitating the meeting to inspire and sustain participation in addressing the business challenges whilst also building team rapport.

Outcomes

Described by one team member as having been '**an awesome experience**', the meeting delivered the outcomes sought both in terms of inspiring the transition to **one team** and creating a strong foundation on which to deliver a **forward-looking vision**, and motivating on-going engagement in **delivering actions**.

What we did:

- gained insight into the emotional forces influencing attitudes and behaviour**
- tailored design of off-site team meeting to respond to business and people needs**
- energised high engagement in delivering business outcomes as one team.**

What the client said:

"The LSI group now feels much more like a real 'team'.

We have shared action items and there is so much more energy and enthusiasm to work together to deliver the business.

We have identified where each constituent group still has an individual role to play but also have a much better understanding of where our collective value is."

Vice President

Mansfield Buchanan is a leading business consultancy specialising in insight driven success.

To find out how we can help your business, contact Annalise Cowley: ac@mansfieldbuchanan.co.uk