Trelleborg TSS Tewkesbury

3WH was initially contracted after a recommendation. The scope was clear. After many years of highly authoritarian leadership, a new General Manager was appointed. The established leadership team needed to establish a new culture, strategy, and approach to leading the business. Instead of the direction coming from the GM, instead the leadership team would need to create a strategy together.

Initially we diagnosed the existing behaviours, issues and ways of doing business (MyPresent) and then collectively create a future state (MyLegacy) and decide on a strategic plan to get from here to there. Over a number of months, the team learned new ways of working together and align around a common cause and strategy that they helped create.

We then identify the core skills and processes which would be embedded within the business to ensure success. This took the form of a bespoke management development programme focusing on the strategic priorities.

We continue to partner with TSS Tewkesbury under the leadership of their new GM. We contribute to their Leadership strategy days, deliver coaching and bespoke interventions, more recently focusing on employee engagement and talent development.

We partner with our clients, taking the time to understand their business and the people within it, so we simply pick up from where we left off.