

## Accelerating into High Performance

When a public sector organisation faces a major restructuring a **comprehensive leadership programme** enables significant business transformation.

**What makes us different?** Our Clients say our specialist sustained follow-up which guarantees the implementation of new skills and knowledge.  
As our clients tell us:  
*"no one else does what you do."*

### ▶ The Challenge

- After many years of providing common services, a large public sector organisation faced a change of leadership starting at the top of the organisation. Senior management quickly realised that accelerating the development of teams was required to turnaround performance levels across the organisation and of all the existing teams within the organisation. The challenge was achieving this turnaround within a constrained budget.

### ▶ The Solution

- To help the organisation affect its turnaround, Alan Sneddon Consultancy developed a high performance team programme specifically for senior managers to develop their own teams. Using proprietary products and tools, managers delivered team sessions over a six month period. The programme enhanced the knowledge and skills that managers needed to improve team performance. At the same time, Alan Sneddon Consultancy provided experiences in action learning that focused on real business issues. The design and delivery of the programme was based on our proprietary Sustaining Behavioural Change Model™.

### ▶ The Results

As a result of Alan Sneddon Consultancy, the organisation has experienced a number of positive outcomes, including the following:

- Senior management adopted and implemented the many creative measures and solutions that were introduced during the programme.
- Leaders have learned to work across organisational structures to achieve team working.
- Leaders now understand how to assess whether their teams are high performing or not and how to develop their team to achieve high performance.
- In some areas, leaders used the approach to bring about a change towards virtual team working, using techniques introduced in the programme.



If you would like further information on developing high performing teams in your organisation contact Alan Sneddon on 01236 737 897.