



CASE STUDY

Consumer Products Company

The Challenge: Unsuccessful Teams

An international consumer products organization realized the need to provide proper effectiveness tools and development for its project teams at launch. Organizations embrace the concept of project teams for process improvement and research/development initiatives. Unfortunately, some work under the assumption that simply creating a cross-functional team to accomplish a goal will guarantee success. The project failure rate and frustration among team members without proper tools and training have been significant. Ultimately, this negatively affects competitiveness, productivity, and profits.

The Solution: Just-In-Time Team Development

LOS worked with the organization to develop a program incorporating three internationally accredited assessments that measure personality traits, workplace/team functions, and problem solving/creativity styles. Intact teams attend the one-day program that enhances team dynamics and creates concrete action steps to be used in the workplace. Follow-up coaching for teams and individuals has also been provided.

The Result: Effective Teams

The organization continues to create new teams as needed. Team dynamics, organizational communication, and collaboration have improved significantly. In addition, the application of the information has been used when working with all levels of cohorts, and with vendors, contractors, and customers.

The program has been so successful it is currently used by the organization's national and international senior and mid-level leadership teams as well as multi-functional project teams (RD& E, marketing, IT, manufacturing, etc.).

LOS has worked with this client for over three years and has been identified as the preferred vendor for team effectiveness training and coaching including all management levels and areas of the organization.

Leadership & Organization Solutions, LLC

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