

Case Study 2: Manufacturing Technology Transformation

Context:

A UK-based manufacturing plant (part of a global technology company) needed to evaluate the feasibility of implementing Industry 4.0 technologies across its European operations.

Challenge:

The newly promoted Plant Director needed to mobilise high-potential talent to conduct a comprehensive feasibility study informing the CEO's strategic decisions about the business's future direction. The project required examining the entire organisational design, including manufacturing processes and implications for sales and innovation.

Approach:

We implemented a customised version of our leadership programme that emphasised cross-functional collaboration:

- Using the Launch session to establish strategic context and build crossfunctional relationships
- Applying Workshop 1 (Shaping the Future) methodology to explore Industry 4.0 mplications
- Delivering a modified Workshop 2 (Accelerating People Performance) to develop high-performing project teams
- Implementing action-first principles with tangible between-session application projects
- Creating a sponsor engagement framework that connected the plant director with emerging leaders

Outcome:

The high-profile initiative successfully delivered a comprehensive feasibility assessment, which provided the foundation for the business's next evolution.

