

Case Study 4: Preparing for Rapid Growth in Office Services

Context:

A UK-based office products and print business needed to double in size within three years to meet owners' ambitions.

Challenge:

The company's directors were approaching retirement age, with talented but underdeveloped managers in their ranks. These managers needed accelerated development to bridge the capability gap and lead the business through its ambitious growth phase.

Approach:

We implemented our full leadership programme over an extended timeframe:

- Beginning with a Launch session that connected leadership development to growth strategy
- Delivering all three core workshops (Shaping the Future, Accelerating People Performance, The Integrated Leader)
- Establishing structured action projects between each module to drive immediate business impact
- Creating cross-functional collaboration opportunities throughout the programme
- Implementing progressive psychological safety techniques to build management team cohesion
- Ensuring active sponsor engagement from the CEO to reinforce strategic alignment
- Integrating change management frameworks to support the business transformation

Outcome:

The business nearly doubled in size (1.8x turnover increase) within two years rather than the projected three years, making it an attractive acquisition target. Subsequently, a major industry player acquired the company.

