

Look ahead, Business Case 3

The initial challenge

A business unit manager needed to bring together three teams operating in different domains of expertise, working as one team. At the start of the assignment there was everywhere mistrusts, resistance and counteraction.

The approach

We brought all the stakeholders together and helped them to work towards one vision and one mission:

- 1 All team members looked together at their challenges and what was connecting them therein. They wrote together their vision and made their strategic plan. (Smart SARA ©).
- 2 We organized an “**encounter market**” where each team could present its activities and results. Collaborations came spontaneously about and synergy grew up.
- 3 Through workshops they searched themselves clever ways to organize their work together.
- 4 Doing so, they find ways to share values, skills, team spirit and leadership.

The results

- An operation plan or roadmap for the BU Manager enabling him to steer the team.
- A mission statement and a clear view of the core activities, competencies and shared values.
- A practical workbook full of tips and tricks for smart team working methods.
- A company design with one team and a new perspective on management and leadership.