

Be more, Business Case 2

The initial challenge

The Belgian subsidiary of a multinational company had a dynamic and dedicated management team. They were all highly qualified in the thirties, all but except one, Joe (= alias).

Joe, the technical director, was in the fifties, he felt himself outdated, excluded, and became leery and even in some aspects paranoid.

The Managing Director was desperate. Joe was for 30 years in the company, knew every technical detail and was a great asset. But he did not trust his own team anymore and wanted to control everything. He worked night and day and even during the week-ends. The atmosphere had become appalling.

The Managing Director called Starget for help. What should he do? Fire Joe?

The approach

We proposed a made to measure mentoring program, the "Starget Real Time Mentoring ©".

During 6 months, we worked together with an average of 2 sessions/month.

We had to be very creative in changing Joe's paradigms referring frequently to philosophy and proven management tools and techniques.

The results

After a few months, we noticed a total change of Joe's attitude. He literally rejuvenated. He started to sport again, opened his mind for his colleagues, learned to listen to others, in other words he was another person.

The Managing Director was stunned. He didn't recognized Joe. He even asked us if we didn't give him drugs.

Joe was now a committed team player in the management team. He helped where he could and inspired all the staff with his enthusiasm and his cheerfulness.

The Managing Director was so satisfied that he was ready to bear witness to anyone if asked.

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