

ACCELERATE

BUSINESS & EXECUTIVE COACHING

AT A GLANCE

CHALLENGES

- Increased competition
- Transferring leadership and accountability between Directors
- Identifying new income streams
- Planning for future expansion
- Maintaining profit with escalating costs

SUCCESSES

- Improved turnover by 20%
- Clearer roles & responsibilities
- Systems & processes improved for greater efficiencies
- Expansion plan in place
- Increased responsibilities of team members

SERVICES PROVIDED

We started with a **Business Alignment Audit**, with the three active Directors, to establish that their personal and business goals were all in alignment. This involved spending a day away, outside of their business, looking at every aspect of their current business reality, plus their dreams and aspirations. This then became the basis of their Action Plan for the following 3 years.

They also chose to have fortnightly coaching sessions for the junior Director to develop his skills and confidence as a leader of the company, plus monthly coaching sessions for the elder Director to assist with the transition of power.

Monthly meetings were held with all the Directors to keep them accountable and focused on achieving the tasks outlined in the business plan.

They also opted to have a facilitated team meeting, based around a Growth Orbit, to get input and engagement from all team members.

FAMILY BUSINESS ALIGNMENT

COMPANY PROFILE

This family business has been established for over 60 years and has steadily grown in branch size, staff and reputation.

The founder recently retired, and the business is now run by his son and grandson.

Although a well-established, profitable, and successful business, they wanted to explore how they could expand their business and future-proof it after a challenging few years with little profit.

They also wanted to develop the skills of the youngest Director so that he could take over the running of the business and ensure a smooth transition of leadership.