

## **A German Auto Components Organisation in India**

The Institute for Generative Leadership (IGL) conducted a one-year intervention with this organisation, particularly with the Managing Director and his management team.

This was purely a results based intervention.

The following process was followed:

- Initial one on one interviews with every member of the management team
- Analysing the feedback received
- Presenting the feedback and identifying the core themes to work on (the idea was to take feedback from every member of the management team plus a dipstick feedback from a few employees across the organisation.)
- In a joint meeting with the management team, we identified the five core themes that needed to be addressed
- First off-site intervention
- Individual and Team Practices
- Group coaching
- Program Review
- Second off-site intervention
- Individual and Team Practices
- Group coaching
- Program Review
- Third off-site intervention
- Individual and Team Practices
- Group coaching
- Program Review
- Fourth off-site intervention
- Individual and Team Practices
- Group coaching
- Program Review

The following results were achieved:

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|-------------------------------------|-----------------|
| • Earnings Before Interest and Tax: | 180% growth     |
| • Sales Growth:                     | 15% growth      |
| • Customer Complaints:              | 50% Reduction   |
| • Labour Efficiency:                | 30% improvement |