

Building the vision



Background

Johnson's Apparelmaster, part of the Johnson Service Group, is one of the UK's largest Industrial Service companies responsible for supplying and maintaining workplace apparel, operating through 17 plants distributed throughout the UK.

Blue Edge carried out a culture audit across the entire group using our leading ©Performance Culture Audit metric. In Johnson's Apparelmaster, we identified that a tailored management development programme was needed to help improve performance and staff retention.

Pilot Programme

In collaboration with the client's project team, and sponsored by the Managing Director, Blue Edge designed the "Pride in our Workplace" management essentials programme; a multi-method development programme aimed at plant management teams.

'Pride in our Workplace' was piloted at three Trailblazer plants and was coupled with the introduction of a structured team briefing programme to improve group and plant level communications.

Rolling out the programme

Following the successful completion of the pilot, the programme was rolled out to the remaining plants across the UK

In its final form the programme consisted of:

- Initial 1:1 meetings with participants to build engagement and commitment
- Three Management Essentials training modules addressing some of the key elements of effective management, with a particular focus on Performance Management

- A teambuilding workshop for the management team to build cohesiveness and a common approach to team working
- Team Briefing training covering the process and the skills required
- Follow up 1:1 coaching sessions for each management team member to ensure learning was being retained and applied

Evaluation

Blue Edge was commissioned to conduct a pulse check audit using a subset of the original culture audit. This was designed to re-assess the areas highlighted as requiring attention and evaluate the impact of the training.

Having conducted a thorough analysis of the data and comparisons made against the original findings, the company was found to have increased staff engagement and made significant improvements across all areas.

Benefits

The multi-method approach combining: management training, coaching and team briefing training helped to create a high performance culture and:

- Raised the level of management skills and leadership throughout the company
- Delivered improved workplace behaviour and motivation
- Improved communications through effective team briefing.

