

Using Motivational Maps to Optimise Manager Training to Best Fit the Team at Loadpoint Bearings Ltd.

Industry.

Manufacturing

Employees

30+

What the client has to say:

"I have been having management training with Susannah Brade-Waring for the last 6 months... I feel that my confidence and management skills have increased greatly and as a result productivity has significantly increased throughout manufacturing. I feel that using the motivational maps as part of this has propelled my development."

Richard Broom

Workshop Manager

Loadpoint Bearings Ltd.

Background

Loadpoint Bearings are a leading authority in the manufacture and development of air bearing spindles. Their spindles, used in varied applications including contact lens manufacture, MRI scanners and paint sprayers, are designed and manufactured from their premises in Ferndown, Dorset.

Business Goal

Following a Management Buy Out in 2009, the directors recently promoted two long-serving employees to the Management Team – as Workshop Manager and Design Manager. The goal was to provide them with a wide-range of Management Training (2 hours/fortnight), to develop their strategic thinking, commercial awareness, confidence, people and task management skills.

Results

Richard and Jason's confidence and effectiveness have increased. By training together they have formed a close working team, significantly improving communication between their departments. This has enabled them to anticipate and resolve problems in both production and people management.

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Approach

We used Motivational Maps to identify Jason and Richard's motivators, and increase their self-awareness of what drives their decisions, behaviours and choices.

Based on this feedback, the training style was customised for the management knowledge needed, and the two managers coached in how to apply it in practice in areas such as finances, strategy and pricing, staff management, project planning and cost control.

Personal development was also considered, to improve their confidence, communication, time-management and delegation skills.

