

CASE STUDY SUSTAINING HIGH PERFORMANCE WITH TEAM COACHING

To support one of the largest corporate turn arounds in British history



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Several years into the banking crisis, this executive board was exhausted and fractured. Morale was low and trust was impacted by emerging factional politics amidst negative media, immense government, public and shareholder pressure all happening within VUCA financial markets. It was the perfect storm to derail them when the finishing line was insight. Without alignment and focus, the final 18 month drive to complete the turn around was at risk of failure.

Our coaching solution



Support and accountability over 18 months with quarterly in person team coaching sessions, interspersed with 1:1 coaching for each board member to support resilience and leadership development



Diagnostic interviews, psychometrics, and moments of truth to keep the team honest with themselves, each other and accelerate rebuilding of trust, belief and energy



Storytelling about their personal journeys to build deep authentic relationships. Storytelling as a board to the organisation to build trust in their progress.

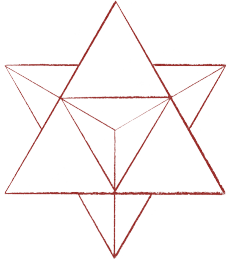


Align and build the strategy for collective success focused on 3 clear goals:
1. Return to profitability
2. Resolve fines
3. Restructure & Divest



Cascaded support with team coaching of functional teams of board members to lead the transformation and mirror the board coaching journey

Our impact and success factors



Team Coaching

- Balanced approach of business and psychologically based coaching to confront complex interpersonal issues whilst deep diving into a labyrinth of business issues
- Rigour to achieve alignment and focus
- Consistent framework, tools and language, cascaded into the leadership of the organisation for common way of working and communication



1:1 Executive Coaching

- Support at an individual level, to ensure resilience and leadership development through out the turn around
- Measurement to hold truth to power on progress and need to adapt

Outcomes

1. Q119 announced return to profitability with £1.5 billion

2. Successful restructure with robust vision and strategy

4. Government start divestment of shareholding

3. Resolved negotiations and fines paid all fines

