

Case Study

Implementing Organisation development programme within diverse teams based in Asia, Middle-east and Africa

Our Client- Colgate

We delivered a multi-city and multi year programme to introduce a new employee recognition framework to over 500 employees.

OBJECTIVES

We were commissioned to design and deliver a complex organisation development programme to launch a revised performance management framework. The core purpose of this programme was delivering training to over 500 staff members to enable successful implementation of the framework.



SOLUTIONS

We, along with a team of local Consultants and Trainers, delivered on a two year, multi city and multi region programme that was tailored to address a specific employee performance gap within the organisation.

We delivered a series of workshops, team building activities, training days and brainstorming sessions to embed this new framework across the organisation- from senior leaders to interns. We created culturally unique spaces to encourage staff members to fully engage with the programme. This was to ensure that the new framework is embedded into the culture and ambitions of the organisation.

AT A GLANCE

CHALLENGES

- Inconsistent performance management systems leading to skills gap and expectation gaps.
- Lack of motivation in employees (especially the sales teams)
- Low productivity leading to low revenue performance.
- Lack of training and development opportunities leading to poor performance across teams,

BENEFITS

- Overall increase in employee engagement across diverse regions.
- Consistent performance review system which in turn enabled Increased sense of belonging and a positive working culture.
- Increased revenue with more staff members meeting their monthly/quarterly/annual targets.
- Evidenced increase in collaboration and communication within teams.
- Improved employee wellbeing schemes that were in line with the performance review systems.



TESTIMONIAL



“We worked with Minoti and her team on this complex and ambitious programme that enabled us to launch an innovative, research-led performance management system. This programme was mainly aimed at the sales and marketing teams based in APAC (Asia Pacific) and the MENA region (Middle East, North Africa)

Minoti was diligent in her approach and agile in her ways, as we had to quickly adapt many elements of our launch programme to suit the varied cultural needs of our staff members.

We were impressed with the work she and her team delivered on and would be keen to find ways of continuing to work together.”

SANJAY DHAR

Sales Director, Colgate, APAC

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