



**FOUR
GROUPS**

Case Studies

Top Teams

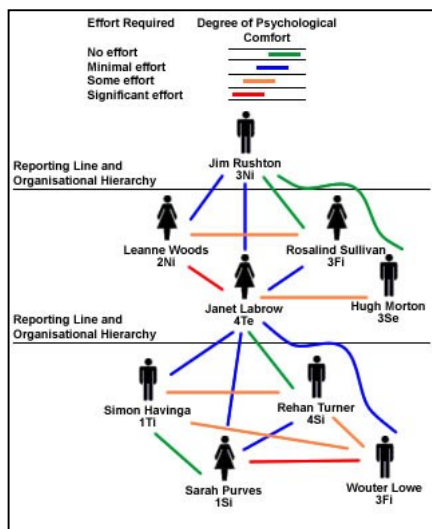


Case Studies

The following document introduces a case study highlighting the work of Four Groups Ltd. Please note, at client's requests, company names and identifiable information has not been made available.

Top Teams

An executive team consisting of multiple departments, hierarchies and reporting lines was underperforming. The team's role was critical to the ongoing function of the organisation and the various problems were costing time and money, along with a number of people openly speaking of leaving. While the team had performed well historically, the arrival of a new individual was felt to have contributed to the current difficulties.



Through the application of 4G, it was possible to spot both the strong and weak points amongst the group and get an understanding of both the individual and cultural mix. In particular, it was clear that while the so called 'difficult individual' was a cause of some problems, other managers were felt to be in a good position to resolve these. It was also the case that a number of small but significant changes to the team's workflow was possible, again reducing some of the initial problems.

From a coaching standpoint, a number of interventions were possible amongst key people. This included improvements and solutions for the overall team leader, the so called problem person and a number of other people. Coaching sessions then sought to improve emotional intelligence, leadership style and to optimise existing relationships via 4G. The final aspect

of the project concerned succession planning and some team modelling. Via 4G, it was possible to make recommendations for succession and recruitment should the team change, people get promoted or other such changes occur. In summary, the following interventions were used;

- Workflow and team functioning
- Management style and leadership
- Coaching and emotional intelligence
- Succession planning and team modelling



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