

JAMES CROPPER CASE STUDY

James Cropper is a world renowned and prestige advanced materials and paper products group using materials from cotton and wood to carbon fibre in packaging, digital imaging and innovation.



At a Glance

Challenges

- Having honest conversation's amongst the team
- Developing a high performing team
- Building trust
- Moving from them and us mindset to working together mindset
- Having accountability at the right levels

Objectives

- Identify reasons why they are not currently high performing and develop trust
- Move towards a mindset of accountability and ownership
- Develop a feedback culture within the team and outwardly facing

Solutions

- Team purpose workshop to align from the beginning
- Run one to one and team sessions to raise self awareness, build trust and understand each other better using Insights
- 95 one to one coaching sessions with the Managers and Leadership Team to unlock barriers and facilitate mindset change
- Feedback, coaching and time management training
- Scoping and setting up management meetings



“Working with such an iconic brand and supporting them through transformational change was a real pleasure for Realise. Croppers were very open to co creating solutions and using our expertise to deliver the best value and impact for the business.”

Claire Mclean
CEO | Realise HR

“It was great to explore different approaches in regards to team development with impact. We could be honest and felt comfortable to talk with Realise to help develop our styles. Really good improvement in team togetherness as a result of the programme. I have challenged myself to adapt my style interacting with the STLs to better effect - 'dialling up my green!'”

James Walliams
Senior Operations Lead | James Cropper

