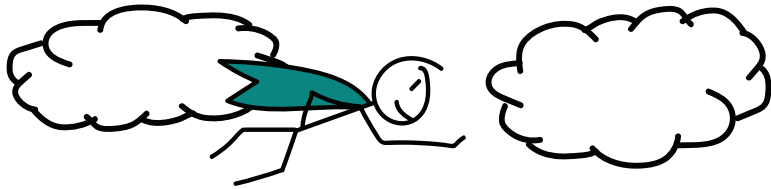


AOC, a leading global supplier of specialist composite resins understand the importance of retaining a high trust culture



Making you a Hero

Overview

AOC is the leading global supplier of polyester and vinyl ester resins, gelcoats and specialty materials used for the composites industry. With strong capabilities around the world in manufacturing and science, delivering unrivalled quality, service and reliability for today, and are creating innovative solutions for tomorrow. Together with their customers, they are shaping the future of composites with new technology and applications.

Summary



- The investment AOC had made in dedicating time to work more effectively quickly achieved results. A change of attitude of the Senior Leadership Team and their greater awareness of their personality styles was the starting point.
- Bringing a framework and common language to work from is now intrinsic throughout Europe and Asia where this programme was introduced.
- Where trust levels had increased, in some regions up to 90%, there was a very clear correlation between increased trust and the areas of the business achieving the highest results.
- Delivering a scalable programme enabled a self-sufficient approach for AOC to continue to work on their organisational fitness.



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“We were committed to the strategic importance of the ‘Five Behaviors of a Cohesive Team’ and had introduced it to the company, but our next step was to truly ‘act’ on it.

With the guidance and support from the Amplified Group, we started with our Senior Leadership Team and immediately experienced the benefits. Working to pragmatically roll the methodology out to our middle management teams, by means of a scalable training programme. Our HR business partners can continue to work on our organisational health and build the high-trust culture we need for future success”

Verena Sunday – VP of Human Resources - Europe/Asia



Challenge

Committed to maintaining a healthy culture, AOC was already aware of the strategic importance of the 'Five Behaviors™ of a Cohesive Team' methodology and had introduced it to the company, but were stuck on how to truly 'act on it' and to bring it to life. Basically, they knew the theory now they wanted to make it happen.

The Solution

Setting the tone from the top, a balanced leadership team promotes effective decision making and supports the delivery of the company strategy. Starting by helping the leadership team understand their different working styles and how they could work more effectively together, dramatically increases collaboration.

By implementing the Five Behaviors™ methodology that empowers individuals to become a united team, the goal of the programme is to completely redefine teamwork and collaboration. Creating a common language and process that builds trust which is the foundation of the programme, encourages positive conflict around ideas, commitment to decisions, allowing the team to hold each other accountable and therefore focusing on achieving collective results.

Results

The benefits of introducing a personal behavioural assessment framework throughout the organization had already shown great results. AOC took the work already done one step further by engaging the Amplified Group with a programme to unite teams. To use a consistent approach, language and methodology throughout the organisation.

Working with AOC over time meant that we had the opportunity to truly measure the results with comparison reports. These comparisons gave a clear indication that those teams that increased their trust levels the most, proved to be achieving the strongest results in productivity, morale and financial results. To ensure continued results we were able to support AOC by delivering a scalable programme through their HR business partners who have become self-sufficient and can continue to work on their organisational fitness.

Industry: Commercial - **Location:** Switzerland

The Amplified Group

Founded by two high tech business leaders, the Amplified Group believes to thrive in today's fast-paced world, organisations need a high trust culture, their advisers work to unite teams, break down silos and align organisations for change. Working across industry sectors with a primary focus on the High-Tech Industry, Amplified Group has consistently demonstrated significant productivity increases by focusing their clients on the value of their employees working together as an aligned organization towards a common goal.

Transforming Talented Individuals into EXTRAORDINARY TEAMS



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