

## Case Study: Team Weston – Weston Group



### The Weston Group plc

The Weston Group was formed in 1987 and has grown rapidly to become one of the fastest and most successful housing development companies in the UK. Their portfolios of new build products now include large high rise developments in London's Docklands.

The Training Team recently delivered a **Strategic Leadership and Team**

**Development Programme** built around the concept of "Team Weston".

Team Weston consisted of team building awareness sessions firstly to the Weston Board and then to all Weston Group employees (270) over 10 separate sessions.

The Weston Groups main aims were to:

- Engage Board and Senior Management into the concept and importance of Leading Teams and Team effectiveness
- Build the concept of Team across the whole organisation, given that the organisation had grown rapidly and fragmented into different divisions
- Address a "cross bunker" mentality and build better cooperation
- Enable all employees to have an opportunity to engage with and develop a team culture

During the programme the development of a "Team Weston" taskforce was built, armed with a set of actions drawn from the workshops to build team ethos, action team activities and coordinate a process of team performance management.



### BOARD AND SENIOR DEVELOPMENT

Using a workshop approach we assisted Directors, Senior Managers, Managers and Employees to build strategy to work as a team, within teams and across the teams to build a more effective and successful company.

### TEAM WORKSHOPS

Delivered to groups of 20 covering team development

### TEAM TASKFORCE

HR Managers received guidance on developing a TEAM Taskforce

### Investor in People

We are delighted that the company has since become an Investor in People



## Everyone is the Team



Team Weston was to build **ONE** team with **ONE** goal:

“To grow the business profitably by delivering a quality product and service to our customers, thereby providing job security and creating opportunities for employees personal success and career growth”.

“Today's modern organisation requires cross departmental cooperation, offering self empowerment for all workers and the embracement of teamwork in order to be truly effective.”

Jon Katzenbach

**A number of key initiatives we identified as part of the Team Weston Programme:**

- Support each other and be flexible, open, approachable and receptive
- Ensure the company aligns personal and team goals with the business goals
- Ensure the company celebrates and rewards success
- Encourage contributions from all employees into the concept of “team”
- Recognise that our customers are part of our “team”
- Ensure that everyone’s roles and responsibilities in team development are clear
- Ask employees what contribution they can make to Team Weston
- Ensure that the company respects everyone’s views
- Improve the Team Weston culture through Trust, honesty, integrity and openness
- Assist employees to take pride in themselves and the Weston Group
- Provide clear career opportunities for all and make a good contribution towards training and development



### EXPERT ACCREDITATION

The Training Team is a Nationally Accredited provider of training and assessment for the Institute of Leadership and Management (ILM), delivering level 2, 3 and 5 Awards and has accredited over 2000 Managers through this programme over the last 4 years.

### PROFILING

The Training Team is an accredited provider for Margerison-McCann Team Management Systems, world class specialised profiling and assessment tools used by some of the largest organisations in the world.

### INVESTOR IN PEOPLE

The Training Team is an Investor in People organisation having achieved the award in less than 5 weeks in 2001 (the quickest in IIP history) and we have specialist IIP Advisors internally within the company who support development initiatives for our clients.

