

hpod™ Helps Deliver *Vision* at Indigo



SITUATION

North East based Indigo Software was looking to improve the operational performance of its business. The company, which provides software solutions to a

global market, wanted to encourage and engender a new level of team performance amongst its operations managers who individually delivered excellent results from their own business areas but lacked cohesion as a group.

OUR CONTRIBUTION

Indigo had previously worked with two of Oakridge's directors and was keen to use their services to develop a solution. Oakridge proposed its innovative approach to high performing organisational development - hpod™. The programme provides a unique and powerful approach to achieving organisational transformation. Working systematically with individuals, leaders and teams it helps an organisation become genuinely high performing, aligned, focused and fully committed, with the skills and attitudes needed to outperform competitors.

PROGRAMME DELIVERY

The strategy that Oakridge adopted was to take Indigo to the vision stage of hpod™ and from here build an action plan. hpod™ starts by looking at self awareness – although each manager operated differently in their team they were heading towards the same goal. Oakridge explained the importance of establishing a team purpose and



working together. This also helped teams consider what the vision should be for areas outside of their own remit.

From here it was possible to build an action plan and to visit other key areas such as team values, team purpose, beliefs and behaviours. Leadership skills were also assessed and managers took part in 360 degree analysis and feedback.

As leaders indicated that they were often frustrated in their role and couldn't always see how they could react, they were encouraged to scope and gain clarity on levels of empowerment within the business.

RESULTS

Having established early in the training the company's expectations, a ten point return on investment was developed which could be revisited. At the end of hpod™ it was agreed that the following had been delivered:

- Greater self awareness
- High moral
- Better communication with the team
- Better understanding of each other
- Greater ability to influence and deal with conflict
- Shared vision and strategy.

WHAT THE CLIENT SAID:

Darren Baxter, operations manager said:

“hpod has had a tremendous affect upon building co-operation and togetherness in the company and raising morale. Those who took part have a better understanding and insight into the work of other parts of the business and communication is more focused and direct.”

“There is now a team purpose, vision and strategy and a commitment to go out and achieve our goals.”

achieving more together