Rolls Royce Aero-Engines

CASE STUDY

Rolls Royce Aero-Engines case study

Customer Quotes

"I was so impressed with the impact of the programme that when I moved to a new company I knew I had to ask Sewells to deliver a similar programme to my new team."

BM, ex MD of Rolls-Royce Aero-Engines

Overview

The Managing Director of a large production facility was trying to introduce new working practices to improve productivity - especially the concept of "Self-Directed Teams". However, the Senior Management Team didn't have the people management or leadership skills required to effectively implement and maintain the new working practices and the improvements in performance and results that were required.

Highlights

- The Senior Team was given the effective, practical and cutting-edge leadership skills they needed to be able to take real ownership for embedding the changes and driving improved performance within their part of the business and become brilliant problem solvers (proactively, not reactively) and strategy expeditors
- Sewells eliminated the barriers that existed within the attitudes and mind-sets of the people involved to embrace the new processes and systems
- Productivity increased by 164% in 18 months
- An investment of £38m was secured to modernize the site on the back of the results achieved

The challenge:

Managers/Leaders were technically competent, but in terms of people management and leadership skills such as motivation, delegation, active listening, effective communication, winning hearts and minds to willingly embrace and embed change … they struggled to deliver what was required.

How we helped:

Delivered over a number of days a bespoke version of our world renowned "Working Miracles™ … with performance" Leadership Development Programme exposed the Senior Team to powerful principles and practices, enabling them to build team spirit, open and honest communication and effective positive performance management and building a collaborative and sustainable culture capable of massively improving performance and results.

During the workshops Sewells firstly looked at ways of eliminating the barriers that existed within the attitudes and mind-sets of the people involved, which prevented them from performing at the highest level, such as their belief in and commitment to delivering on the strategies, the customer experiences, high quality and world class products and services, new processes and systems, and dealing with head office!

The primary aim **was** to ignite passion in everyone and ensure they were in a "winning" frame of mind. The Senior Team was given the practical leadership skills they needed to be able to take real ownership for driving improved performance within every part of the business and become inspiring and trusted leaders – and motivators of everyone in their team.

The impact was so positive within the Senior Team, the programme was then cascaded to the Middle Managers and all Team Members.

The result:

- Productivity increased by 164% in 18 months.
- A further investment of £38m was secured for the site against tough competition globally
- Eliminated the barriers that existed within the attitudes and mind-sets of the people involved to embrace the new processes and systems
- The Managing Director was so impressed with the impact of the work and the results achieved, that when he moved on in his career, Sewells was invited to deliver a further programme to roll out to his new company, Wyman Gordon.