

Case studies

Coaching the Director of Regional Operations of an international group

50-year old Director of a support function was promoted to Operations Director of the same geographical region.

Coaching a committee made up of CFO's within a large multinational group.

The Group CFO's committee was composed of people with differing loyalties depending on the part of the group they belonged to (such and such Business Unit or Corporate entity, etc.). This engendered non-productive and obstructionist behaviour which meant that the atmosphere was not conducive to good working relationships and the synergies and economies of scale expected became impossible to achieve.

Coaching the two top Directors of a medium-size company, separately and together, in a post-MBO situation.

The Chairman/majority shareholder and the new CEO appointed by the investment fund needed to find a modus operandi where the strengths of each were utilised to the full.

Coaching the CEO of the French subsidiary of a foreign multinational

Following a substantial local acquisition, the French subsidiary was catapulted into the number 1 position in Europe. The man in charge was under pressure to deliver results – or face the sack.

Coaching the Director of Operations in a global industry leader

With a sparkling career already behind him, this 45 year-old executive had been promoted time and again without ever having to ask. His responsibility at the time was for all production sites, the supply chain and the purchasing function, which he performed very well – nevertheless, he instinctively felt the need for a coach, for an expert sounding board, ostensibly to explore particularly his relationship skills with a view to taking on higher responsibilities within the group.

Coaching one of the Operations Directors of an Industrial Group

Aged 48, this executive was one of the high hopes of the Group Management Committee.

Coaching the Vice-President, International Operations, world leader in their industry

Following a merger, the Group was suddenly faced with greater complexity, organisational matrices, additional levels of management and a new dimension in multiculturalism. The VP himself, widely acknowledged for his commercial successes and his political skills, needed to hone his leadership skills to be eligible for the top job.

Individual and management team coaching of the subsidiary of a large industrial group

The industrial group was in difficulty, forced back onto its historical core business. The subsidiary had to take charge of its own destiny .

Coaching the MD of a subsidiary of an industrial group

After a long career as a member of the management committee of his group, this 51-year old is replaced, and is faced with rebuilding his credibility at the head of one of the lesser-known subsidiaries in a hitherto unknown industrial sector.

Coaching the MD of a subsidiary of a large group

This brilliant young 40-year old, who had risen fast through the ranks to take charge of the most profitable subsidiary in the group, had an uneven reputation amongst his peers...

Coaching the CEO of the French subsidiary of a German multinational, financial services

Following a merger operation, the long-serving boss and 'father figure' of the activity in France, found himself having to deal with a more formalised reporting structure than in the past, and with a system of corporate governance which was unknown to him and uncomfortable.

Coaching the CEO of the French subsidiary of a German multinational, financial services

Following a merger operation, the long-serving boss and 'father figure' of the activity in France, found himself having to deal with a more formalised reporting structure than in the past, and with a system of corporate governance which was unknown to him and uncomfortable.