

## Case studies

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

**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.

**Aims:** Clarify expectations, and adjust each person's role and responsibilities accordingly ; streamline the decision-making process (timely decisions were essential in this fast-moving industry); help the CEO into a 'softer' style of management.

**Results:** Together, the two men found common ground in terms of values and strategy. They transformed the business, put the finances back on an even keel, and at their own initiative moved closer to a foreign partner who eventually acquired a stake in the business, to the satisfaction of all concerned.

#### Bureau de Paris

120, av. des Champs Elysées  
75008 Paris  
France

t: +33 1 78 09 91 90

m: +33 6 87 72 09 18

[john.harvey@praesta.com](mailto:john.harvey@praesta.com)

#### Bureau de Lyon

49 rue Président E. Herriot  
69002 Lyon  
France

t: +33 4 78 42 49 94

m: +33 6 14 46 39 81

[gregoire.barrowcliff@praesta.com](mailto:gregoire.barrowcliff@praesta.com)

#### Bureau de Toulouse

31, rue d'Alsace Lorraine  
31000 Toulouse  
France

t: +08 70 46 92 77

m: +33 6 07 49 65 65

[jean-louis.richard@praesta.com](mailto:jean-louis.richard@praesta.com)