

THE ALLIANCE CASE STUDY

Feb 22 - Aug 24

LEADERSHIP • ALIGNMENT • INTEGRATION • EMOTIONAL INTELLIGENCE • TEAMWORK
• CHANGE MANAGEMENT

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Leadership & Team Development

THE BRIEF

This project brought together leaders from across the social and healthcare landscape to form a unified organisation with a clear purpose: providing integrated health and social care solutions in North West Surrey. The goal was to align leadership, maintain focus, navigate challenges, overcome barriers, and lead their respective teams to success.

THE SOLUTION

The solution had many dimensions. The first element involved designing and delivering workshops to support directors in working on the system rather than in it. These alignment workshops were intuitively designed based on the senior leadership team's emerging needs. We also offered one-to-one coaching and facilitated away days for each director's business unit, focusing on solutions, motivation, and planning the future pathway. Surveys were conducted throughout to monitor progress and inform direction.

THE OUTCOMES

1. Alignment, "one-team" mentality.

We aligned the directors towards a "one-team" mentality towards the development of their respective business units, aligning on approaches, behaviours, values, and decision-making.

2. Forming, storming, norming, & performing.

We supported each business unit to navigate various challenges and significant changes, carefully guided the team swiftly through forming, storming, norming, and into performing.

3. EQ & Skills Development

We supported the personal and professional development of the SLT to navigate change and challenges, develop their EQ and deliver to schedule and at pace.

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AT A GLANCE Approach

- Stress & Wellbeing Support
- One-to-one Coaching Support
- Face-to-face Director Alignment Workshops
- Face-to-face Business Unit Leadership Awaydays

Time Frame

- 18 months

