



## Ideas At Work:

### Leadership Workshop

#### The Opportunity

An international manufacturing company with over 13 facilities was struggling with transitioning managers who had been promoted from within the company ranks.

#### The Ideas

Shoop assembled design and delivery teams to create a learning event that explored leadership attributes, roles, and personal styles. In order to ensure that managers no longer felt alone in their challenges, the resulting interactive sessions would be driven by the experience and input of each participant.

#### The Results

As a result of the unique discussions fostered by each session, we were able to pinpoint some of the factors contributing to the organizational struggles:

- The headquarters management group consisted primarily of two dominant styles that can initially seem to be in direct oppositional conflict with one another.  
The group subsequently explored how these two dominant styles could be used to create a healthy check and balance within the organization.
- One facility did not have a desirable “balance” in many of their problem-solving teams.  
As a result of the information we uncovered, team leaders began to consider personal styles in team composition and selection, and managers began to explore styles with their work groups.