

## Coaching For Success Case Study

### Background



Improveon has been providing services to DP

Seals, one of the UK's foremost suppliers of precision custom rubber seals and mouldings, since 2013.

With production continually rising DP Seals understands the need to continually invest and develop the management skills of its people. In doing so it recognises the benefits of a range of activities including apprenticeships, training and coaching to achieve the desired outcomes.

### The challenge

Two key staff members at DP Seals required development around three clear objectives of improving communication skills, taking on increasing levels of responsibility and increasing stature and credibility as 'role model' team managers.

Within this overall development framework each individual had specific requirements in respect to their unique characteristics, strengths and circumstances.

As a trusted consultant, coach and trainer with a history of delivering value for DP Seals Improveon was chosen to recommend a solution.

### The solution

After consultation with staff members, the operations manager and Managing Director a customised in-depth coaching programme aligned to the 3 core objectives was recommended.



This put staff members in control of their own development whilst also allowing for their unique requirements.

Bringing together best practice from the worlds of employee engagement, personal development, wellbeing, positive psychology and neuroscience the team managers were also supported using knowledge and expertise from the proprietary **ManagerCANBE™** model which helps managers assess their performance and put in place actions to improve.

### The results

Results have been impressive with an anticipated 50% ROI from time savings achieved in Year 1 alone.

DP Seals Managing Director, Andrew Piper, was very impressed.

***"This has proved to be a really worthwhile exercise acting as a catalyst for us to make some important internal changes.***

***Whilst I'm pleased with the ROI, for me, the development of the two team managers and how this will help them progress in their future here at DP Seals has been the most valuable benefit'.***

### Summary

Improveon helps individuals, teams and brands to thrive through a flexible and powerful combination of consulting, coaching and training services.

This skillset combined with the proprietary CANBE™ model, which brings together best practice and the latest research from employee engagement, personal development, neuroscience, positive psychology and wellbeing, enables Improveon to deliver tailored solutions that get the best results for clients.

