

They helped our management team to achieve synergy

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As a small to medium organisation, we had a problem: how to achieve more, with less resource, over the immediate future. **Our management team were willing to give more but we needed to know what giving more could be.**

Already we had been working longer and harder. How should we do it better and smarter? Fathom developed a method focussed on the work our organisation needed to accomplish.

There had been increased competition for resources. Our management team worked well together but somehow in ways that individual roles were not achieving. The mechanics were in place and cogs ran smoothly but, for all the



effort put in place, **we were under-achieving where we needed to be.**

I trusted the team members, individually confident in their knowledge, abilities and roles. What we missed was a conversation. About faith in the bigger picture, building on those individual strengths and making a cohesive and organised synergy.

My concern was that members of the team were about to undertake a programme they were unsure of. **The work had to be personal and confidential but later, also inspirational:** building on strengths, not dwelling on negatives. We needed members to gain each other's insights and develop as a cohesive team, to trust in the view of colleagues.

Frankly, that was a tall order.

We began with a 360° appraisal of the Chief Executive. An insight to his mind and how, internally and externally, he's



perceived. **Fathom undertook the review with complete confidentiality. It helped develop expectations of what our management team could achieve.**

Fathom then studied individual strengths of the management team, using Team Management Profiling. The results are personal to the individual, not necessarily expressed in their job description. There was much support for individual team members, understanding personal characteristics but we were looking for something deeper.

Our managers needed to be brought together in a safe environment. It was vital they shared comfortably the strengths and weaknesses that had been identified.

Fathom created that environment and then facilitated feedback.



Testimonial

Now we can reasonably discuss and build on these findings to our corporate advantage.

Paul Seccombe
Chief Executive
Leeds Advocacy Group

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