

# Leading through Growth

## *Situation*

- A biotech company was moving through a series of mergers and acquisitions
- There was a desire to maintain the performance and innovation culture and increase the capacity to manage change through this journey

## *Action*

- Met with each of the leadership team to understand what they saw as the big imperatives through the changes they faced
- Facilitated a one day workshop to confirm the ways of working that would enable success together with a vision that they could focus on as they moved through the changes
- Held a follow up meeting to scope out some of the imperatives and link to day to day business

## *Result*

- The organisation was able to move through their changes with a clear understanding of what they needed to maintain for success
- A focus on maintaining their desired culture in the face of other changes enabled the leadership team to remain effective through transition