



NEWSLETTER

SYMBIOSIS

Working together ■ CREATING RESULTS

Issue 2

Welcome

We know that our customers want to be the best. Our role at Symbiosis is to do whatever we can to help them achieve their goals. What we do varies according to the need and our customers culture. Raising awareness of the fundamentals of change management, coaching and developing practical leadership skills and designing innovative and challenging experiences that get people working together to improve results are all at the core of what we do.

Please take time to read these short articles to find out what we have done for our customers, and then talk to us about what we can do for you.

Some current Symbiosis clients

- Lufthansa
- Royal Bank of Scotland
- Investec Asset Management
- Skandia Investment Management
- Nationwide
- Commission for Social Care Inspection
- Degussa A.G.
- INSEAD

Why customers work with Symbiosis...

- Inspiring leaders
- Transforming cultures
- Catalysing change
- Energising teams
- Developing Coaches
- Improving managers
- Building skills
- Amazing conferences

Nationwide - Building cross-functional teams

Objective

Nationwide's main business objective was to provide an inclusive event, which looked at working together as a team across Programme Design & Management and Business Futures.

Solution

Symbiosis talked to Nationwide people and then designed and facilitated a motivational learning event from a venue in Oxfordshire. The programme included a variety of experientially based exercises with each being followed by a facilitated review. Each team-based exercise was specifically chosen to raise awareness and generate learning about work related issues. Outcomes for concentration included:

- Building trust
- Identifying personal strengths & minimising team weaknesses
- Developing shared responsibility and ownership for results
- Preventing the development of 'silo's'

inside this issue

- Welcome to Symbiosis
- Current clients
- Nationwide, Improving performance through Cross functional team working
- Performance audit
- Stretching horizons - the London Marathon

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Nationwide - Building cross-functional teams (cont'd)

Result

Feedback from participants suggested that the event really hit Nationwide objectives.

- "I found the team build to be vital in terms of really merging the BF and PD&M teams"
- "I thought the day was well organised in a professional, efficient way but always with a humorous edge to maintain the good team spirit"
- "The exercises highlighted some of the challenges faced at work"
- "Good opportunity for individuals to think about their own personalities and how they fit into a team"
- "I learnt more about peoples strengths and

weaknesses. The accomplishment of the 'finale' exercise utilised many of the project management skills present on the PD&M competence Framework"

- "At the end of the day we were encouraged to write down our own individual action plans and take the learning back to the office."

"I learnt more about peoples strengths and weaknesses. The accomplishment of the 'finale' exercise utilised many of the project management skills present on the PD&M competence Framework"



Performance Audit - Galvanise your organisational performance

Most organisations work hard to create efficient business process. Efficient business process helps you to get the right things done in the right way and at the right time. Even with optimum business process, however, organisations rarely get their people to deliver much more than 75% of what they could deliver.

results because your people want to deliver them. It also makes your organisation a more satisfying, enjoyable and meaningful place to be.

People contribute most when their energy is harnessed at the level of personal purpose; when we appeal to people's sense of who they are, they move into a different gear: How do you get your organisation to deliver that extra 25%, knowing that a 10% turnover increase can double your profits?

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Cultural integrity, aligning vision, strategy and values with capability and behaviour allows you to lever maximum

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Performance Audit (cont'd)

The Audit reveals the individual, team and organisational 'gaps'. It tells you:

- Your current level of job-related skills and how to plot the improvement you want
- Your peoples' level of engagement, how you can increase it and what you could gain from that effort
- How to improve the quality of interpersonal relationships
- What kind of management development will support your senior management
- How to spot and tackle the major stumbling blocks to individuals working within groups and organisations
- How to diagnose the likelihood of success of key organisational initiatives
- How to support your people to link their corporate contribution to their purpose in life

The Performance Audit is a hands-on experience. It comprises team workshops, 1:1 interviews and management profiling exercises. It galvanises as much as it informs and educates; its scope reflects your aspirations for your organisation.

London Marathon and Great North double

Intrigued?
Call John Wright on
01539 721416.

Symbiosis Managing Director and consultant John Wright completed a very satisfying double by completing the London Marathon (26.2 miles) in April this year and the Great North run (13.1 miles) in the autumn. In a quiet moment of reflection at the start of the Great North (if it can be quiet with another 40,000 competitors) John realised that his approach to running 13 miles had changed. At the start of the Great North in 2004 he had thought 'Will I manage to run 13 miles?' After completing the Marathon, at the start of the Great North in 2005 he thought, 'Well, it is only 13 miles!'

How do you develop your people so that they feel very confident in reaching difficult targets? Symbiosis development programmes will help change mind sets so that people achieve their best. (and they don't have to run 26 miles to do it!)

John raised money for the Duke of Edinburgh award scheme at a local school and for Bendrigg Lodge, an outdoor activity centre for disabled children. If you would like to make a donation to either of these charities contact John.

How do you develop your people so that they feel very confident in reaching difficult targets?

Symbiosis team and personal development programmes will help change mind sets so that people achieve their best. (and they don't have to run 26 miles to do it!)



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