



SYMBIOSIS CORPORATE DEVELOPMENT

Case study – building dynamic and successful businesses

Why Symbiosis...

Skandia Investment Group has rapidly become a leader in managed investment solutions overseeing assets of around £53 billion. It includes Skandia Investment Management Ltd. (SIML) Symbiosis has designed and delivered conferences for both SIG executive and SIML.

They wanted a conference that gave very busy teams the opportunity to review past performance, to appraise the challenges ahead and to develop a plan for the next stage of their development.

Skandia work with Symbiosis because they have confidence that they can offer a one-stop shop and bespoke design service, changing conference locations does not mean changing relationships which are built on trust and excellent track record. Symbiosis, have demonstrated a deep understanding of the business and of the people in it. This shortens the design process and gives confidence in the delivery.

What we did...

Symbiosis has designed and delivered bespoke programmes for Skandia since 2002 to organize and deliver team and business development events in the Scottish Highlands, Cornwall, the New Forest, Spain and France.

Teams work extremely hard on business issues for a significant part of the conference. These sessions are interspersed with a range of indoor and outdoor team development activities that gives everyone the opportunity to extend personal relationships, build trust and improve communications across the business.

We have used accommodation from self-catering to Scottish Castles and French Chateaux, transport from yachts and powerboats to bicycles and activities from White water rafting to go-kart racing and canyoning. Conferences in the French Alps with quick blasts of skiing have also been a great success! These integrated activities support the business planning by injecting enthusiasm and motivation and building the rapport between team members that really gets the business buzzing.

What Skandia got out of it...

The team have returned excited and exhilarated, and it really does go to prove how successful these off-sites really are. You are a first-class act, and I look forward to with you on next year's event.

Jamie MacLeod, Chief Executive Officer
Skandia Investment Management