

Client Case Study

Nº 13

ROCKWOOL®

Rockwool Delivering Clarity and Task Management Programme

The feedback from the group is unanimously positive; I have had comments this morning that people are feeling inspired and motivated, and most importantly a sense that they have a mechanism to take control of their own futures which is truly fantastic to hear.

Nina Evison
Organisation Development
Manager
Rockwool

Synopsis

Following a Delivering Clarity and Task Management Programme working in partnership with Farscape, managers at Rockwool now have a simple and effective tool to enable them to set clear objectives for projects and tasks; manage stakeholders and make objective decisions.

Challenges and Requirements

- Managers within Rockwool were leading important projects and 'big tasks' without a standardised approach. This was leading to a lack of engagement from colleagues involved in projects and no coherent strategy for managing stakeholders.
- The Organisation Development Manager at Rockwool recognised the need for something more than 'process' training for a core group of senior leaders.
- She recognised that they needed a behavioural approach to managing tasks, which delivered clarity to all involved, created a robust business case for a chosen course of action and inspired people to engage with and commit to the project plan.

The Farscape Learning Experience

Working in partnership with Rockwool, Farscape designed and delivered a programme which focused on and included:

- Exploration of behaviours in leadership, in order to highlight the importance of self awareness; relationships with others; and flexibility in leadership styles;
- Opportunities to discuss leadership behaviours in a group setting;
- Experiential tasks that explored the need for clarity through a common language, one voice, a systematic approach and mutual understanding;
- Understanding how to create a compelling and inspiring 'mission', in order to engage people in a task or project and create space for innovation and creativity;
- Using a structure for decision making in order to ensure that all options are fully considered and that all task or project implications are thought through;
- Using a simple tool for evaluating the most appropriate course of action and building a business case for the chosen approach;
- Planning and practising crucial conversations in order to develop the skills necessary to engage with key stakeholders; manage 'upwards' and generate the required outcomes from the people who are working in a project or task team;
- Using simple time management tools including understanding timelines and setting priorities;

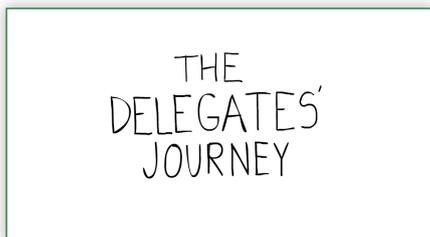
The training content and pace was exactly what I was hoping for, and I am so pleased that the group have taken so much from the experience. I'd like to also thank Ruth and the rest of the team for making the whole experience of working with Farscape so easy. It is rare to meet a training organisation who is so in tune with my aspirations for the business, and I look forward to working with you again.

Nina Evison
Organisation Development
Manager
Rockwool

- A challenging and emotionally engaging programme which pushed delegates outside their comfort zones and gave them an opportunity to experiment with different leadership and decision making techniques. These were then related back to the context of the workplace at Rockwool;
- Planning around specific work projects and tasks in order to keep focused on the transfer of learning back into the workplace;
- Group action planning focused on specific leadership challenges at Rockwool.

Outcomes and Results

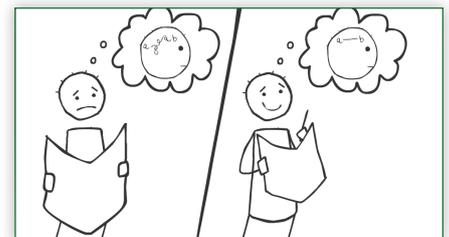
- Managers now have a clear structure for setting goals and objectives, task planning and critical decision making and are able to take firmer control of their workloads.
- Greater clarity has been created around developing an inspiring 'mission' and managers are feeling motivated to use this approach.
- Managers feel that they have a mechanism for taking control of their own futures, creating a sense of engagement, raised morale and greater clarity.
- A simple and practical tool has been introduced which enables people to manage relationships effectively; create time for planning and decision making; and generates greater innovation and creativity.



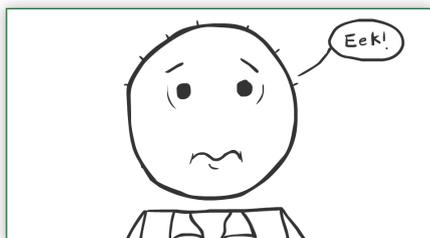
Delegates took part in a carefully designed learning journey



They learned simple tools to enable effective planning and decision making



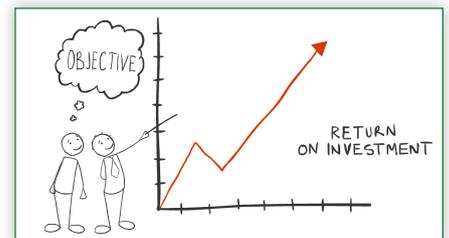
The explored the important of creating clarity



The experiential tasks pushed delegates out of their comfort zones



They practised having crucial conversations with each other



Positive impact can already be seen with clearer structures for goal setting in place and greater clarity