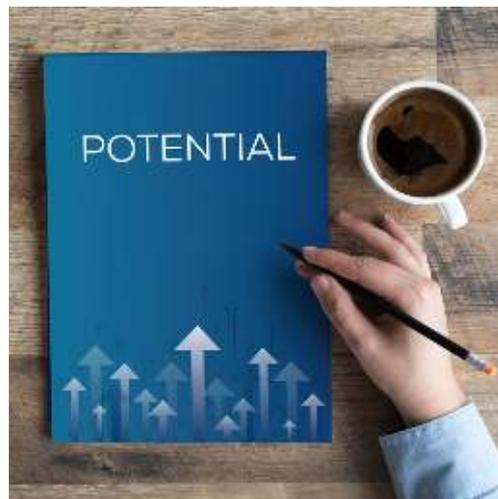




CASE STUDY CEVEYSYSTEMS

Leadership Project



AT A GLANCE

Initial situation customer side

A leading company has the requirement to successfully implement an immense necessary investment volume in the field of energy supply by excellent setting up and controlling of infrastructurally highly significant projects. For the employees and managers concerned, this is in addition to the project business to which they have been accustomed for many years. The responsible teams are not equipped for the top performance in project leadership and collaboration that this requires. Without excellent cooperation in the coming years, which primarily depends on excellent project leadership, losses in the double-digit millions are imminent. The professional competence of the responsible actors is beyond doubt. The success-critical fields are specific high-caliber project leadership from a single source, professional emotional change management and the optimal activation and networking of project managers.

Project Result Hard Factors

- On-time and on-budget project completions.
- A higher percentage of 100% completions and an increase in value as an employer and client.
- The direct gain from the development process amounts to approximately 10 million euros. The indirect effects are significantly higher.

Success factors

- Measurement of leadership potential specifically for project leaders at the personality and attitude level (through specific instruments such as the scientific Project Leadership Evaluation (PLE))
- Individual coaching and implementation of individual learning topics, which emerged from the PLE evaluation, in everyday project work
- Consistent and project-related addressing of the development levels "Mind Set" and "Personality" through specific CEVEY-Mind Set tools
- Higher relevance of the training by linking the contents to the individual development topics
- Measurement of "soft" and "hard" successes
- Involvement of all management levels, intensive involvement of the executive board
- Consistent support of project leaders over a longer period of time by trainers and managers

Project Result Soft Factors

At the end of a development process lasting just under a year, the following were recorded as "soft" successes by means of measuring instruments (e.g., online before-and-after surveys and test procedures): more sense of purpose, fun and motivation in project business; more relaxed handling of conflicts; higher identification with the employer and the projects; higher individual performance, especially the project managers, and the relevant teams.

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