

CASE STUDY



Contract Dates

March 2020 – June 2021

Contract Value

£60,000.00

Role

To identify current views, attitudes and behaviours in respect of future working arrangements/culture and organisational construct.

"We have a team of very committed and competent individuals. Currently we have groups who have different perspectives, but I believe we will find a lot of staff who are open to change, who want to be part of that change. We need to find ways to understand the different perspectives and work to transition all into a single, unified unit."

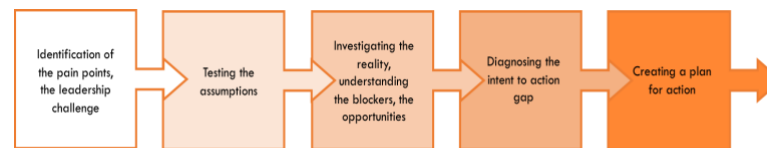
**Eddie Rowe – WFP
Divisional Director**

Culture & Behaviours

Co.Cre8 were commissioned to conduct a behaviour based exercise through with the WFP CPP team to enable greater, more open engagement with the team to ultimately provide input and support designed to help improve the working culture, team connectivity, relationships, behaviours and working practices.



Services Provided



This first phase of activity was focussed upon the Discovery stage, conducted via face-to-face interviews and small workshops. The objectives of this part of the exercise was to achieve open feedback and to learn and record;

- Understanding of individual/team outlooks, attitudes, behaviours
- Identification of contribution/support/blockers to the mission
- Views/learning to support forward organisation strategies/plans
- Feedback/learning on the achievement of greater collaboration/integration

- Leadership feedback, observations/learnings to improve forward delivery
- Establishing a platform for open feedback and individual/network ability to create change
- Alignment with survey responses
- Production of forward action plan

Feedback/Focus Areas



Added value

- Value based interview/workshop led reviews to inform future direction of the programme
- Identification and delivery of cross team current behaviours and culture providing direction and action plan in support of programme wide change
- A culture of listening, learning and sharing across the team
- Independent support to leadership to inform forward leadership actions in support of programme continuity, team empowerment and forward strategic decisions
- Open, honest collation of current issues, opportunities providing cross team/individual action planning

