



**CREATING A HIGH TRUST  
ENVIRONMENT TO ACHIEVE  
CHALLENGING GROWTH TARGETS**

## WE HELP TEAMS BUILD THEIR COURAGE, CONFIDENCE AND CAPABILITY DURING CHANGE

### NEED

Grolsch operates in the highly competitive brewing industry. Their team based in the Netherlands wanted to accelerate their performance in order to achieve their challenging growth targets with team members.

### SOLUTION

Their Senior Team came together for an Away Day. This was designed so that the team built trust, felt safe to give and receive feedback and left knowing each others' strengths and weaknesses.

### BENEFIT

A fast-track response to enabling the team to be honest and open with each other. They used each others strengths sooner than they would have done organically. As a leadership team, dealing with change, they gained experience from an external change consultant who shared their tools and techniques.

### FEEDBACK

"I had a complete mind-shift and the day set us up for success. We achieved all the anticipated outcomes and objectives. The facilitation was inspirational with some useful practical exercises which were applicable to my role."



### WORK COMPLETED

Grolsch approached Chameleon Works to support its' Senior Team to "raise the bar" on their performance and integrate new team members quickly.

The team needed to understand full potential and were coached to continue to embed the learning after the Away Day. Creating a high trust environment is key when the members of the team were all leading change initiatives in the business.

The leaders needed to gain feedback in order to maximize their strengths and be more aware of their team "blind spots".

They prepared a Team Charter where they agreed the behaviours they wanted to role model for their own teams. Each member of the Senior Team completed their Myers Briggs Personality Type psychometric (MBTI) and gained feedback from our qualified practitioner.

This information was then applied to how they operate and communicate as a team at their Away day.

**"Teams need time to practice being a team and reflecting on their impact. Externally facilitated Away Days can give vital time out to have space to build trust."**

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