



Chameleonworks

AN INSTINCT FOR CHANGE

DEVELOPING CROSS-FUNCTIONAL (SOFT) SKILLSETS FOR MAKING LASTING CHANGE



WE ARE SHAPING THE MINDSETS OF LEADERS TODAY AND SHARING OUR EXPERIENCE

NEED

FLSmidth has been a leading supplier of equipment, services and expertise for the cement and minerals industries for more than 130 years. Due to the highly technical nature of their work FLSmidth sees working cross-functionally as a major route to success for employees in the organisation. Their Specialists' are located in six countries across the globe.

SOLUTION

Chameleon Works designed an experiential workshop which could be delivered across different cultures. The "Cross Functional Training for Specialists" is a bespoke four day workshop which gives opportunity for Specialists to develop their influencing and self-awareness skills.

Using the MBTI and PPI tools, each workshop supported the impact of change across the organization by giving new skills to their Specialists.

BENEFIT

340 Specialists' (who were members of Cross-functional teams) attended the workshops and benefitted from "Softer" influencing skills which, in turn, carved a critical mass of new influencing opportunities for the organisation.

FEEDBACK

"I found the value of MBTI & PPI to be very high"

– Salt Lake City

"This is the best training I have attended on my Specialist Journey"

– Chennai

"I put the content into practice right after the programme" –

Copenhagen

"I wish I had received this learning many years ago. I have needed these communication skills for years"

– Brisbane

WORK COMPLETED

FLSmidth approached Chameleon Works to support Cross Functional programme as our Facilitators are experts in delivering learning in different cultures and in the MBTI and PPI tools.

Historically, their Specialists develop themselves through research and professional charterships. Specialists also operate within teams, stakeholder and customer environments. In order to operate effectively within this context, there was a range of non-technical skills which needed to be developed. (As the depth of the specialism increases, so does the need to develop cross-functional skills).

Specialists in the organization included Project Managers, Engineers, Sales, Procurement, Finance and IT people.

The organisation needed to maximise their capability to:

- build new networks across the post merged organisation
- make decisions and influence stakeholders more confidently
- grow visibility and career aspirations
- create innovative ways to compete

The benefits of the experiential workshop were:

- 1: Broader networks across the organisation on which new customers are shared
- 2: Their confidence increased in their own ability to make decisions and influence stakeholders
- 3: Their visibility grew and their career aspirations increased
- 4: They created more innovative ways to compete

This enabled them to work closer with their peers across the world.

FLSmidth outsourced the Administration and Delivery of this programme to Chameleon Works and the evaluation forms gave an average feedback score of 5.32/6.0.