

Managers + Genergy = Leaders with Zest!

Leadership Level: *Middle Management*

Transformation Need: *Leadership, teams and energy*

"Your coaching made an impact very quickly – my confidence and perspective on work changed almost overnight. I have found my own leadership style, am able to really be myself at work and it works! Most importantly of all though, I am happy, have a sense of purpose again and have gone from feeling quite limited to now having so many options and ideas that I will need several lifetimes to do them all!" SD, Supply Capability Manager, Diageo

Introduction

Diageo's values include giving people freedom to succeed and to be the best. Even in a tough economic climate, Diageo's mission is 'celebrating life, every day, everywhere'. And these aren't just words, Diageo's managers are encouraged to work and live by this passion. But in the difficult trading conditions, keeping the passion in management can prove challenging for some. The answer is inside us.

Challenge

Diageo needed its managers to really get the best out of their people with new passion. With the trading climate becoming increasingly challenging, Diageo's wise knew from experience that what inspires people most is authentic, true leadership. Good managers alone are not enough. And to grow managers into true leaders, people need to be able to express their own unique leadership style whilst remaining in tune with – not at odds with - the energy of the corporate culture which surrounds them. 3 bright managers in particular were identified. But they needed transforming. And Diageo needed it quickly.

Solution

Genergy's Lisa Mitchell partnered with all 3 managers to achieve this. This Genergy transformation delivered on 4 fronts:

1. 1-on-1 sense-opening. 1-on-1 energy transformation helped the managers 'see, smell and touch' the hidden leadership energy sitting inside them patiently waiting to be used. This gave them the fundamental, inner-confidence to unleash new spark, creativity and gravitas as leaders.
2. Energy on tap. The managers were shown just how quickly and easily their unique energy transforms lives. They then learned to feel it, play with it experientially, manage it and then use this energy management to improve their- and others' results. Sustained improvement was achieved as all 3 rapidly

www.genergy.uk.com

igniting bright sparks

T : 01444 441890 Email: Jonathan@genergy.uk.com
Genius Potential Ltd

learned how to bring their full, true selves to the office and to refuel then ignite - on demand - the passion in themselves and in those whose work they touch – for Diageo’s business.

3. Ignited perspectives. All 3 rapidly learned how to instinctively convert ‘problem’ to ‘opportunity’ when faced with new challenges. Rather than ‘perspective management’ becoming a thought process (as with traditional coaching), they learned to do this in the ‘energy of a breath’. In other words, problems were immediately opportunities before they even thought about it. This delivered a new definition of instinctive confidence and the ability to ‘smell’ a solution in every challenge almost without trying.
4. Measurable benefit. Intensive Genergy support led to a fast, evidenced, sustained and significant rise in performance in all 3. In just a matter of months, one manager was transformed from ‘Below-’ to ‘Exceeds Expectations’.

Genergy loved working with these three. They are doing really fantastic things and they make us proud. We’re really looking forward to our next Diageo projects. Thank you for reading.

www.genergy.uk.com

igniting bright sparks

T : 01444 441890 Email: Jonathan@genergy.uk.com
Genius Potential Ltd