

Transforming 5 Star Performance(s)

4 Key People, 1 Unbelievable Team

Leadership Level: *Senior & Middle Management + Teams*

Transformation Need: *Inspired performance and energy*

"A phenomenal support to me and the team...has helped me to dig deep and realise what I want to achieve and how to get there. I recognise now how my energy is mirrored by that of my team and how to use it to motivate and inspire those around me." „LL, Assistant General Manager

Introduction

The Jamie Oliver Foundation's *Fifteen* has a tougher task than most businesses. Of course, it has to achieve commercial success, but it is also passionate about delivering against its defining social mission. This mission gives the entire business a unique buzz which needs to be reflected in the energy and output of everyone – all the way from the CEO to the restaurant's teams.

Challenge

This buzz needs magic. Loads of it. Normal business behaviours simply wouldn't be enough. Staff need to be magic, feel magic and deliver magic. And to ensure they not only repeatedly achieve revenue objectives, but also deliver on their social mission, the magic at Management level needs to brim with seriously inspirational leadership. They need the very best from each other – every day. This requires not only exceptional awareness and management of energy, but also sustainable ways of topping up this energy. Fifteen's leaders have constantly sought new ways to lead, inspire and motivate their teams and deliver results. So when some of Fifteen's key people needed development, Fifteen needed something with a magic of its own.

Solution

Fifteen asked Genergy's Lisa Mitchell to transform 4 key individuals and to ignite the core management team as a group.

1. From Manager To Leader: 4 of the management team received 1-on-1 energy transformation rather than just coaching. This helped them lead better by managing their own energy state, owning what they were truly capable of and having the instinctive confidence to lead from this connection.

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2. Harnessing The Group: the team were fused together as a group to teach them how to manage their personal impact and also coach their people not just with thought, but by using energy. This amplified their inspirational impact and also uplifted the dynamics of their relationships and effectiveness as a team.
3. Same People, Better Teams: the managers were shown how to sense, harness and thrive on their own energy – some for the first time. It really lifted things up and it's still a talking piece. They then learned how to do the same with the energy of others and importantly – of their teams. This energy management had a rapid impact on performance. It also meant team-members connected more fully with each other and were able to consciously draw on shared energy when they needed topping up.
4. Positively more positive: the team learned how to sense the energetic potential in any situation and how a shift in perspective and energy could radically improve not only the business, but also the restaurant atmosphere and the energy of their customers!
5. Sustainable Success: the managers learned how to manage their own energy so that they didn't get 'burnt out' and could work sustainably and with less stress. Magic potion very well received.

"As Executive Head Chef here at Fifteen London, my role is crucial to the success of the business. It can be high pressured and pretty demanding at times. Lisa's skills have turned my approach to work around. Without this, I really don't think I would have achieved my business objectives. I am now a better communicator, have self confidence and am leading my team on a completely new level" AP, Executive Head Chef, Fifteen

Following the success of the above transformations, Genergy is now working with Fifteen on a much broader scale – and even more transformationally. We're currently fundamentally transforming things for their CEO and Senior Management Team! If you fancy a peek at the case study of what we're doing there, drop us a line at Jonathan@genergy.uk.com and we'll happily share it.

Thanks for reading.

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