

# Case Study - Manfred Sauer UK Ltd

Kim Taylor, Director & General Manager at Northampton based Manfred Sauer UK Ltd (MSUK) engaged Maggie from Red Clematis Coaching to help the business adapt to a new structure. This was necessary because the number of employees had doubled in a short space of time, due to the continued development and growth of their high-quality innovative urology supplies operations.

## MSUK issues

MSUK were experiencing problems with:

- Poor communications
- Developing employee ability and potential
- Encouraging effective teamwork
- Management ownership and accountability
- Business development and performance



## How Red Clematis helped



- ❖ Conducted a DISC Profiling workshop giving all employees a greater understanding of both their own and colleague's personalities and communication styles.
- ❖ Supported the management team with regular coaching and mentoring to build confidence and ensure they are getting the most out of their teams.
- ❖ Assisted with implementing the company's first appraisal system, including running an appraisal workshop for managers so they understood how to conduct them effectively, whilst engaging employees in the process.
- ❖ Delivered regular workshops to focus on business issues and how best to manage the impact on teams.

## Results

- Everyone is now fully engaged with their role in the business.
- Employees feel appreciated, positive and motivated.
- Individuals, managers and teams are happier and understand their role in helping the business to move forward and grow.
- By implementing SMART objectives across the business, individuals are clearer about their roles, responsibilities and what they need to achieve.
- Managers are increasingly confident in their roles, as well as being more effective and professional.
- Regular meetings with team members have enabled employees to express any concerns and discuss future developments. This has resulted in better communications across the company.

As a result of the above the business has been able to expand and grow.

**“Maggie is very approachable and professional; she makes you feel relaxed and comfortable. She has the skills to get individuals to open up and think outside the box, assisting you in coming up with your own ideas or answering your own questions. Maggie has instilled confidence in the new management team. This has resulted in us all being more open minded and having a more professional approach.”**



**Kim Taylor**  
**Director & General Manager**  
**Manfred Sauer UK Ltd**

