



ashton graham

The brief:

Based in East Anglia, Ashton Graham is a 200-strong firm of solicitors spread over 3 offices. With a solid commitment to corporate and social responsibility, the firm has established a small team of eight volunteers who are responsible for developing this area of the business. As team members come from three different offices and, in many cases, have never met, the brief for Tinder-Box was to develop a programme that would get them working together as a cohesive and dynamic unit.

What we did:

Using the Insights psychometric profiling tool, we looked at each team member's preferences as a way of developing understanding and harmony between individuals. What we discovered was that everyone was passionate about corporate and social responsibility but many experienced difficulties in prioritising, setting goals and achieving results. So, we developed a robust plan around agendas, deadlines and project management.





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The result:

Profiling enabled individuals to develop strong, effective relationships that took into account disparate communication styles. As a result, the team members felt they better understood how to get the most out of each other. We facilitated more defined and efficient project management, putting in processes and planners that could get the job done quickly and efficiently.

An added benefit was that the programme showed the team how much they are valued by the firm for all their hard work and, as a result, they were able to reconnect with their 'esprit de corps'.

What the client says:

"Tinder-Box helped me to understand more fully that there are others in the firm who think in a similar manner, but for those who think differently, including clients, there are ways of tweaking my approach which will allow me to work with them far more effectively."

