



LLOYDS BANKING GROUP



The brief:

With a new CEO and a challenging commercial agenda, Lloyds Banking Group wanted to: help their senior leaders to understand the meaning of "delivering at pace" so they could lead a step change in behaviour in the workplace and create a learning experience which would compliment their leadership development agenda.....
.....and do something real utilising their skillsets for some social good.

What we did:

Lloyds experienced the Tinder-Box Enterprise programme as we partnered them with two Social Enterprises - The Comedy School and Sandwell Womens' Aid. Both organisations had serious commercial challenges and were in need of some advice and hands on support to help them take their organisations forward. The experience lasted 2 days with the Lloyds team split into two sub teams working in London and Birmingham on the sites of these Social Enterprises. The learning was enhanced by pre and post 1-1 coaching to set personal development goals and embed the learning at an individual level.



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The result:

The team have a clear view of what delivering at pace looks like and each individual has increased their awareness of their own personal strengths and weakness in this area. The team are able to draw from a real life experience to engage their teams in the actual behaviours associated with delivering at pace rather than just the aspirational language.

What the client says:

"This 2 day experience was the best learning I have ever had. It is something we should experience every year and everyone should do something like this regardless of whether they are on a leadership development programme."

