



# Mind Gliding Ltd

Mastering Growth and Development

Professional Management Development

## Drive-your-business™

### Some Case Studies

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**Company Name:**

**Time span:** March – October 2007

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7 November 2007.

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## Case study 1

### Production Managers Global Manufacturers

'Being a Manager' Integrated conscious managerial competence

## 1 Measurements

### A combination of a quantitative and qualitative survey

To gather feedback, questionnaires were designed in such a way that it provides a fully representative picture of the managers before and after the programme.

There were three different questions:

1. scoring questions to establish a relative rating
2. suggested questions to indicate a difference before and after
3. closed questions focused on certain developments

## 3 Results

### Systemic improvements

An overall improvement of 15.2 % in managerial abilities as assessed by the participants

Improvement at all levels of abilities within the managerial role, with an overall improvement of 17.7 % in the quality of the working environment for which they carry responsibility.

An increase in qualitative perception of the working environment at all levels, with a significant improvement in friendliness, creativity and motivation (22%) and an even more significant increase of 30% in enthusiasm.

A strong appreciation of the need to take time to plan and review activity.

### Individual benefits

#### Participant 1

Increase in communication skills (more effectively and listening skills) resulting in a more confident person who therefore sees himself as a more competent manager.

There seems to be a significant increase in personal motivation, reflecting on his working environment. Stress levels are down.

#### Participant 2

He seems to be efficient in his answers (short, to the point), maybe a bit pedantic, although not always consistent. He seems to have grasped the value of listening and there is a spark of more open-ness in respect of communication. He definitely restructured his 'planning' skills. He is however not the most flexible person.

## 4 Case study 2

### Financial Dept International Trust Company (1 Director & 5 Managers)

to move company into stages 3 and 4, and towards stated objectives

## 5 Measurements

### A combination of a quantitative and qualitative survey

The questionnaire was designed in such a way that it would show a picture of the management before and after the Mind Gliding event.

There were four different questions:

- scoring questions to establish a relative personal functional rating as a director/manager
- scoring questions to get an inside in the working environment
- scoring question to focus on management developments
- open and closed questions, for confirmation

All participants confirmed to have benefited from the Programme.

The benefits were confirmed in the following positive results, measured after a period of seven weeks the event took place:

### 6 Results

#### Personal functioning

Personal functional ratings: an improvement of **10.5 %**

##### Team building

There was a significant difference in effective communication ratings and 'being receptive to change' between the participants, before the Mind Gliding experience. These discrepancies have disappeared seven weeks after the event took place. This indicates a better communication within the management group as well as a better way of dealing with change as a team.

##### Personal function ratings

The most significant contribution from the programme shows to be the increase in competence and confidence, which is probably due a better team effort within the managerial group. There is a remarkable agreement of a group of people in the way they express themselves as effective managers.

#### Managerial skills

Ratings for managerial skills showed an increase of **11.3 %**

##### Team building

Like with the functional ratings, there is a more overall agreement within the management team, as shown by the "planning" skills and "dealing with interrupting challenging" and Project management. This is probably the result of more effective communication (see Personal rating results). Although there is a same tendency when looking at the "negative feedback", but this area still shows a significant discrepancy between the individual members of the management team.

##### Management skills

All management skills show an improvement. Significant changes have taken place in the "management of available resources", "project management", "dealing with challenges that interrupt plans", "handling changes" and "planning time" Also negative feedback is more experienced as a positive thing.

### Systemic improvements

Improvement in the working environment was **15.4 %**

#### Teambuilding

In contrast with the personal scoring and the management scoring, which showed a better team performance, the “organised” aspects of the working environment has a more divert effect on the management team (significance 1.2).

#### Working environment

There has been a significant improvement of the working environment (yellow highlights), probably by better personal performance of individuals within the management team. However, the low ratings of the working environment in the first place may be due to organisational influences from outside the management team. Although the working environment is perceived as a better place after the event of 1<sup>st</sup> May 2007, the scorings are lacking behind the personal and management ratings.

## 7 Appendix 1

### Comments

- I feel more focussed on what I feel needs to happen within the organisation to enable it to thrive in the future
- Better + cleaner communication has improved working relationships + operational efficiencies Delegation and dissemination of information + feedback
- Although still early days (I was off for 3 weeks after event) I have particularly focussed on teamwork, communication + delegation. These are all areas that are improving.
- The differences are largely internal in my own desire to adopt a more goal + follow-up approach to tasks, time and deadline setting, and making time to support + develop my team.
- Direction of the firm is becoming clearer.
- Processes are constantly being revamped to increase efficiencies
- More structured
- Generally a more positive outlook on future, greater awareness of inter-relating issues experienced by all managers

### Since the programme I have learned to ...

- Step back + try + see the bigger picture + be willing to change course completely + start again if necessary.
- Stop + think before acting
- Focus on business objectives, not just section
- Take a step back and take a more calculated and informal approach to my many tasks.
- Take a step back and take a more calculated and informal approach to my many tasks.
- Constantly reassess tasks
- Make time for staff issues
- Re evaluate procedures to see where efficiencies can be made or outsourced
- Consider "External" issues as part of a system that impacts on team

### Testimonials

Thank you for coming over today to review our recent Mind Gliding Land Rover Experience. There are so many benefits it is difficult to verbalise all that we have got out of the programme. Personally I feel I have gained business confidence, increased my overall awareness and achieved more focus. As an organisation I think we have re-connected with our long term vision and genuinely improved our communication skills between ourselves as well as with our clients and suppliers. We really appreciate all that you have done so far to help drive us forward.

A.N. Managing Director Wisdom.co.uk, Nov 2007

Just a quick note to say thank you very much for yesterday. Everyone enjoyed it immensely and gained a lot from it. We all came away feeling very positive and determined to take forward what we'd learned.

L.C. Director Basel Trust Group, May 2007

Friday was a very good day and being able to relate off road driving to events in everyday management was a bit of an eye opener so thank you for that.

S.J. Sericol 26 March 2007

For me this message came through: it is possible to drive off-road managing risks in a controlled way. The skills used can then be directed to make a positive difference in business management.

M.G. Malta, July 2007

This experience provides an opportunity for people in organisation to have their confidence and abilities increased and improved. The intensity of the experience is impressive

S. W. Finn-Kelcey & Chapman, Feb 2007

The approach is unique. It gives the opportunity of linking psychological effects with the Land Rover Experience. By bringing these together it allows Mind Gliding to become a very consultative tool in the workplace.

M.F. Land Rover Experience, May 2007

I would definitely recommend the Mind Gliding experience and certainly the connection with the vehicle and actually doing the drive really puts it in your mind so that you can remember all of the experiences and relate it back to business

T.P. Levicks Ltd, May 2007

There seems to be a significant increase in personal motivation, reflecting on the working environment. Stress levels are down. Statistically a significant improvement of 17.7% was recorded within the working environment, after two manufacturing managers had attended the Drive-your-business programme Fujifilm Sericol Ltd (March –April 2007).

Driving a powerful 4x4 vehicle over and through challenging obstacles is like life in business. It involves applying the power in a controlled, planned and organised way to successfully arrive at a desired outcome. Harnessing the available energy and applying traction to suit various conditions ensures efficient and effective use of resources.

C.A. LRE Milton-keynes, Dec 2006

It was a great day out and above all very relevant and applicable to any workplace. I was very impressed with your presentation.

D.D. Jersey (C.I.), July 2007