



PACKAGING & CONTAINER MANUFACTURING

Innovative Benefits. By-Your-Side Service.

BACKGROUND

- Canadian company that produces, converts, and markets packaging and tissue products composed mainly of recycled fibers.
- Employs more than 11,700 people in more than 85 operating units in North America.

Target Audience - 23 members of the Production team



"NexLevel has helped us foster communication and trust within our Calgary division. The profiles have been informative, easy to understand and fun to implement. It is one of the first tools we have used as a company that has become entrenched as it has."

Sessions were set up in a great format, and the opportunity for self-reflection was valuable, insightful and practical."

KORI LILLEHEI -
Sector Director - Human Resources

CHALLENGE

We have worked with this company for over 9 years.

Key Focus for this program for the Calgary Production team dealt with the challenges related to the integration of new team members, lack of trust & team cohesion and struggling team effectiveness.

SOLUTION

We facilitated a 21-hr program over seven months to create trusting working relationships between all team members, a culture where everyone engaged in positive conflict, critical conversations, and effective peer feedback and clarity around goals/priorities/roles and implementation of effective communication strategies.

OUTCOMES

Benefit One

Trust was developed and strengthened which created a culture of psychologically safe & respectful workspaces.

Benefit Two

Breakdowns in communication were improved, and constructive conversations about priorities were structured with the realization that communication is a two-way street.

Benefit Three

Team members learned to work with and positively manage conflict. Understanding and engaging in effective, respectful feedback to find the best way forward.

Benefit Four

Leveraging the diversity of team strengths strengthened collaboration which increased team effectiveness and productivity.