



NOT FOR PROFIT UTILITIES

Keeping the grid safe and reliable

BACKGROUND

- A non-profit organization that manages and operates the provincial power grid ensuring reliable power is there when you need it
- 640 employees

Target Audience - 9 members of the Commercial Team



The team development program facilitated by Tara-Lee and NexLevel provided improved employee engagement within our commercial team, a key leadership objective and priority for our organization for the year.

The habit builder created positive behaviour change within the team, and the results were proven with detailed reporting.

STEPHEN D -
Procurement Manager

CHALLENGE

Key Focus area was to develop a more engaged commercial leadership team. Improving self-awareness & building trust, leveraging the strengths of every team member, creating an environment with healthy tension and having fun together, as a team.

SOLUTION

We facilitated two in-person workshops within one month. The program was designed to shift behaviours. It focused on daily reflection on when team members were in their Genius or Frustration and how that supported or impacted their success. It strengthened unprovoked and constructive feedback and encouraged team members to take time to make someone smile when the day became routine, frustrating, or stressful.

OUTCOMES

Benefit One

100% commitment by all team members to a daily practice of creating new behaviours

Benefit Two

Overall impact of all themes 232% (measured by the rating change between participants' first and last ratings)

Benefit Three

The impact by theme ranged from 89% to 433%

Benefit Four

The team indicated the habit-building process was useful and they are ready to continue using this habit in the future