

Positioning a Major Spin-Off for Success

CASE STUDY

GLOBAL SECURITY TECHNOLOGIES PROVIDER

SNAPSHOT:

THE ORGANIZATION

- Global Security Technologies Provider
- Revenue: \$2 billion
- 8,000+ employees

LENGTH OF PROJECT

- Ongoing

OUR EXPERTISE

- Executive Coaching
- New Leader Assimilation
- Change Management
- Executive Team Effectiveness
- Cultural Alignment

OUR TEAM

- BPI group Executive Coaching Team
- Global Cadre of Executive Coaches

BPI group 

The Global Leadership,
Talent & Transition Experts

THE CONTEXT:

A global climate and environmental solutions provider planned to spin off its security technologies business to a stand-alone, \$2B company. Timing for execution was aggressive, and internal resources to manage the change were limited. The goal was to position the new organization for success on day one, ensuring executive leaders were well-aligned, and employees were informed about the changes and engaged around the new values, strategy, culture, structure, processes, and systems.

OUR APPROACH:

BPI group facilitated sessions with the new CEO and executive leadership team to effectively onboard the new CEO. This included:

- Executive coaching to the CEO, serving as a trusted, strategic advisor
- Facilitated team effectiveness sessions with the CEO and executive leadership team to enhance performance and build alignment
- Conducted workshop with executive leadership team to define the desired culture in support of the new company's values and strategy; also identified enablers and barriers to organization effectiveness. Worked with HR leader to create plans to engage employees around the new culture.
- Partnered closely with the CEO and all functional and regional leaders to identify and prioritize global changes. Created and executed change plans, including strategic communications and engagement activities.

RESULTS:

- Robust plans to manage change were executed effectively and efficiently, and major communications were streamlined, consistent, and compelling for target audiences.
- The CEO and executive leaders were well-aligned and positioned to work together to drive the new strategy and run the new organization. Employees were engaged and enabled to perform their roles and use key systems and processes in the new environment from day one.
- Ultimately, a strong foundation for a dynamic new culture was created, with strong leadership buy-in and ownership. BPI group built a long-standing advisory relationship with executive leaders and the HR team.

Connect with us today. We're here to listen.

Mary Herrmann | Managing Director, Executive Coaching
mherrmann@bpi-group.us | +1.312.334.3829 | www.bpi-group.us

