

Case Study Chartside



Chris Charnock and Steve Williams were introduced to P3 and immediately saw its potential to add value to their business development consultancy.

Chartside specialises in transforming organisational performance by helping business leaders and managers turn their vision into business results. P3 provides multiple tools for Steve and Chris to analyse and develop leaders, managers and entire teams, supporting them to achieve this objective.

The Management and Team Expert modules provide consultants like Steve and Chris with tools such as Team Analysis, Communication and New Hire Integration reporting to gain an objective view of some of the dynamics at play in the management environment.

At an individual level, the profiles are used by Chartside to analyse behavioural characteristics, and establish the basis for coaching or mentoring interventions. The raising of self-awareness, dramatically impacts the coaching and mentoring process, and provides a basis for discussion, and potentially accelerating development.

At team level, the Team Analysis and Communication Profiles provide invaluable diagnostic information on a team's potential strengths and weaknesses, and highlight issues in the team development process. This level of clarity together with effective coaching support, can radically improve the team's chances of getting to the "Performing" stage in their development – thereby delivering improved business performance.

In its nature, a team can experience uncertainty and ineffectiveness when individuals leave or enter the group at a later stage. When a team encounters change it often finds that it must 'restart' or 'reform' – often delaying the team achieving its overall business objectives. P3 tools such as New Hire Integration allows Chartside to consult with new members and using P3's generated report give a complete profile of their new team members, and detailed information on their motivation, communication and sensitivities.



Chartside specialises in helping organisations transform business performance by focusing on the effectiveness of business leaders, managers and teams

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- Team Development
- Management assessment and development
- Performance Management

chris.charnock@chartside.com

Individuals may need to modify their behaviours in the workplace, which has personal and professional implications. The P3 Environmental Role Adjustment report provides a useful means of progressing an individual's reaction to change. A manager can often overlook or simply not realise the effect that he/she has induced with their team for example altering an individual's job description or role within the organisation. Steve says,

"People don't perform at their best if the environment doesn't allow them to. The Environmental Role Adjustment profile shows how people are reacting to their environment. This helps to identify potential issues and opportunities"

Management succession is a cornerstone of creating high a performance culture. The P3 Selection Expert and related reports enables Chartside's clients with their guidance to profile key roles, profile potential successors against the role, and consider the implications for their management team.

"P3 will allow me to profile senior roles with expert input, and generate behaviour based interview questions by candidate. This greatly increases the effectiveness of the interview process"

By producing Behaviour Based interviewing questions and 'leadership' core competencies – Chartside's clients can find the person who provides the best fit between for the role and the organisation

87% of job failures are due to personality, not ability



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