

# CASE STUDY

## IMPROVING PERSONAL PRODUCTIVITY FINANCIAL SECTOR



### Client

AFH Wealth Management is a national organisation with its main headquarters in Bromsgrove and a team of almost 200 individuals. Recently the organisation has grown rapidly through a number of acquisitions and continues to grow at a rapid pace.

### Need

Due to the rapid expansion, AFH decided that existing and newly appointed managers would require training and development in a number of key areas to help them adjust to the sudden changes and rapid growth. However, AFH wanted to try something new and innovative that would be able to deliver the impact required within a short period of time. Time was limited due to the growing workloads of the managers.

### Solution

After discussions with the Operations Director and HR Manager it was decided that a 90 minute High Impact Interactive Training (HIIT) session would be the most appropriate method of training. This would address the issue of time, whilst providing the impact required. The focus of the session was on time management skills, as improving productivity was a key area identified in the development of the managers.

### Results

Feedback from the participants was very positive and the session was rated highly by all managers. The follow up by the HR Manager highlighted the improvements that managers had made to their working practices using the tools and techniques discussed in the session. Due to the success of the session a 12 month managerial development programme was developed and implemented.

“Jav is extremely knowledgeable and has a great passion which he uses to engage with his audience. I have recently used Jav to lead some personal development sessions for staff and the feedback on his style, knowledge and delivery has been very positive. I would recommend Jav for the high energy training sessions that he runs, providing individuals with some key tools to help them improve.”

Cheryl Pidler, Operations Director, AFH Wealth Management