



COACH: Elsa Jorge / Portugal

“Conducted with managers in a firm. 99% online. Only the last session was face to face; in order to celebrate all the journey and present a reflection of the achievements.”



**ENGAGEMENT INCREASED 185%**

## CLIENT

The Bombóleo Company has been an importer and distributor of the world's leading manufacturers of automotive parts and equipment manufacturers since 1959.

It has branches in Brazil and Angola, selling and assisting products and equipment locally.

It is an exemplary business referenced in Aftersales and Training due to its know-how gained through years of experience.

<https://www.bomboleo.com>

## WHY

Bomboleo Group is a family business with a strong business growth culture and strategic people with a high degree of loyalty and technical know-how. The challenge was to work as a team, break down departmental and geographical silos while developing leadership and communication skills to increase overall productivity. A related new challenge arose during the project; eliminating resistance to change (integration of a strategic alliance in the enterprise), creating and spreading confidence in the project.



### KPI's

1. Embrace technological, strategical, commercial and work culture changes
2. Spread confidence and collaboration by breaking silos
3. Act with Agreed & Proactive Behaviours

## HOW

In order to reach the group, first we worked individually with some of the board members using the Leader to Leaders Programs, provided them a safe and confidential environment to work on their own personal goals as well as the company's goals.

In this phase, 4 Board Members have completed their individual programs and 2 have increased their team engagement by 250%.

Then we worked on a group program to break down silos and to build trust and collaboration

## GAIN



## ANY COMMENTS WORTH HIGHLIGHTING

I learned to be more considerate, to think before I speak, to know myself and also to respect the boundaries of my colleagues.

This group program undoubtedly served to unite the team more. Mutual aid and cooperation increased within the team.

Everyone should participate in this program, it's essential.

I would like to highlight the union of the participants, the mutual aid created and the positive atmosphere

There was a great intimacy and group unity without losing our focus on a better professional performance.

The biggest transformation was learning to manage emotions and create a better attitude overall.

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<https://engageandgrow.com/>