



DEVELOPING PEOPLE

Maximising individual, team and business performance

Alfa Aesar



Alfa Aesar is a leading international manufacturer and supplier of research into inorganic and organic chemicals.

Alfa Aesar is a subsidiary of the global company Johnson Matthey, who employ over 7500 people in 30 countries.



We have worked with Alfa Aesar since 2004 and have prepared and delivered a range of training and development programmes for different levels of managers to help them improve their managerial effectiveness.



The programmes consisted of features such as:

- ◆ Measurement of each manager's performance and effectiveness before and after the programme.
- ◆ A range of management skills/topics such as: self management and personal effectiveness, managing people and performance, managing relationships and managing resources and finances.
- ◆ The managers worked on real business issues through the duration of the programme, for example by working on business improvement projects.
- ◆ TMS and MBTI psychometrics to help the managers understand their personal leadership style and how they could interact with others more effectively
- ◆ Best practice models and methodologies that delivered real value in the workplace.
- ◆ Workshop activities, exercises, case studies, role plays and video feedback.

Our work provided the following benefits to both the individuals who attended the programme and their teams, as well as Alfa Aesar as a business:

- ◆ Supported the continued growth of the business.
- ◆ Enabled the business to identify talent as well as those not suited to their role.
- ◆ Better on time delivery of projects and business initiatives.
- ◆ Improved management of performance and discipline of staff.
- ◆ More effective and productive working relationships between managers across the business.

