



STRENGTHENING LEADERSHIP SKILLS AND STRATEGIC TALENT MANAGEMENT WITH

Henry Boot
GROUP OF COMPANIES

THE CLIENT

Henry Boot PLC have been successfully operating in land, property and development for over 135 years. With their uniquely sustainable business model they have built a market-leading Group of Companies that source, develop and deliver across the whole property value-chain.

Henry Boot have been working with The OCM for the last three years both on individual coaching to support Leaders and with the designing and delivery of a brand-new suite of virtual personal development workshops. The team at The OCM have worked really hard to understand our business and get to know our people. Their partnership with us has added real value to our business; the quality and calibre of the coaching team has definitely helped us strengthen our leadership bench.

Samantha Jessop,
Learning & Development Manager, Henry Boot PLC

THE CHALLENGE

To create a strategic talent management coaching process that supports their leaders with personal development and creates lasting change. Implemented by a team of expert coaches whose values and approach aligned well with the client's culture and working environment.



WHAT WE DID

Henry Boot originally approached The OCM to provide support to their High Potential Talent who had been invited to participate in their newly developed Leadership Programmes. Several years later, The OCM has now provided 1:1 coaching for both their High Potential staff and Senior Leaders from across their business. To date we have coached more than 60 leaders at different stages of their career, including members of the group’s Executive team.

We have delivered training and development, both face to face and virtually, in coaching and mentoring skills, and broader leadership development including conflict management, effective influencing and negotiation, leading with impact and managing difficult conversations. The OCM has also recently been invited to support Henry Boot leadership teams with team coaching to help senior teams deliver sustained high performance to realise their strategic objectives. We have worked with both the Executive Committee and the leadership teams of two of Henry Boot’s subsidiary organisations.

We ensure that we partner with our key contacts in HR and L&D at all stages of our programmes, as well as to undertake regular reviews of the coaching impact. Every person coached is interviewed on completion of their coaching contract to assess the changes they have been able to make, and the impact that the coach had on them. At The OCM we undertake regular group supervision with our coaches and we share overall themes and insights that we are seeing in our coaching – useful information that can help L&D to better understand the challenges that Henry Boot leaders are facing.



THE IMPACT

The 1:1 coaching has received universally positive feedback from our coaching clients, who have credited it with enabling change to the business that would not have happened without the coaching. Using coaching in partnership with the leadership programmes has enabled many of the required behavioural changes identified through the programmes to be successfully embedded. Many of the people we have coached have since gone on to larger roles within the business.

“ With a focus on developing my leadership skills, my OCM Coach was a great listener and was able to quickly help me raise my levels of self awareness, teaching me new skills and pushing me to reflect deeper on my personal experiences by using reflection notes. My OCM Coach gave me some great advice on how to build my personal brand, and introduced cross sector knowledge and insight into our discussions which all had a significant part to play in helping me to secure my new role as Managing Director.

Tony Shaw,
Managing Director, Henry Boot Construction Limited ”

Our close partnership approach has enabled us to work with Henry Boot to offer insight both from the coaching relationships, as well as from the leadership development workshops and the team interventions.

OCM’s long term partnership with Henry Boot has allowed coaching to develop beyond the individual and team and to have a transformational, systemic impact within the organisation. Working with Henry Boot over a number of years has allowed the OCM to help them to evolve their business and their culture, creating a platform for future growth, while retaining the strong foundations and ethos of the company

