

MERRYCK CASE STUDY

GLOBAL ANALYTICS AND DIAGNOSTICS TECHNOLOGY FIRM

CHALLENGE: Moving New Team to Next Level. New CEO; newly formed executive team needed to move the dial on company performance.

MERRYCK SUPPORT: Provided design and facilitated two two-day annual meetings of the team in April 2015 and April 2016, after interviewing each executive on the topics of strategy, operations, culture and team effectiveness. Compiled document capturing both input and output. Advised the CEO and CHRO before, during, and after the meetings.

BUSINESS IMPACT:

- Team developed a vision, mission, and strategic priorities that they acted on in their first year as a team
- Team defined its purpose, its desired behaviors and increased its ability to work together as one team; broke down silos
- In the year after the meeting the company: grew above market rate, exceeded guidance for both revenue and EPS, increased operating margin above the target