

# CASE STUDY



## Leadership Coaching 2014-2022

### AT A GLANCE

#### Challenges

- Multiple acquisitions and change of business ownership
- Multi-cultural & functional ways of working
- High stress levels and low engagement

#### Benefits

- Higher levels of trust, loyalty and motivation
- Increased self-awareness and emotional intelligence
- Greater leadership autonomy



*"We used Juliette extensively within our management team to better deal with the challenges faced in the high-pressure TV & Broadcast industry. Her leadership coaching programmes allow individuals to grow, embrace their strengths and work through any perceived barriers, enabling the best version of yourself to emerge. Results are easily measured, in terms of employee engagement, loyalty, energy and creativity in the workplace. After the first year, it was easy to see the difference that Juliette's coaching was making to the way departments interacted and pulled together in order to move towards the bigger picture."*

**Jon Briggs**  
Senior Director, Service & Solutions, EMEA

### OBJECTIVES

Grass Valley is a manufacturer of television production and broadcasting equipment. It was formed by the merger of Grass Valley with Miranda Technologies, which were both acquired by Belden in 2014 and 2012, respectively. In 2018 Belden merged Grass Valley with new acquisition Snell Advanced Media. In 2020, Grass Valley was acquired by private equity firm, Black Dragon Capital. These acquisitions led to significant business restructure and many challenges in engagement and communication.

### SOLUTIONS

Designed and delivered forty-two leadership coaching programmes encompassing senior managers, directors and vice-presidents across the globe. This leadership development work is on-going.

### BENEFITS

#### One

Increased self-awareness, emotional intelligence and creativity.

#### Two

Higher levels of loyalty, trust and open communication.

#### Three

Increased morale and motivation within the context of significant business restructure.