

Catching up to High Growth:

Grafik.Net, serving the printing industry for over 15 years



Catching up to High Growth

Organisation:

Grafik.Net

Coach: Ksenija Genc Novak

“Always looking to grow, we are using the F4BG model to help revitalize our business and improve our leadership position.

Our aim: To seek new technologies, better educate clients and market, and improve our team motivation and efficiency.”

-Internal coach Ksenija Genc Novak

Summary

F4BG model challenged the status quo and helped to make the first milestones for positive change and wellness at work successful and proved that constant resilience and flexibility is essential for development and growth.

Challenges

Grafik.net has grown faster than internal organization was ready to follow in terms of number of employees, and team competencies. The challenges of keeping the momentum of this success is threatening employee satisfaction, engagement and motivation.



The F4BG Assessment

After assessing the results of the diagnostic tool, we have defined several priorities to work on: Effective Communication, Engagement, and High-Performance Leadership. However, we have decided to first start working on the two main priorities/core practices Effective Communication and Engagement.

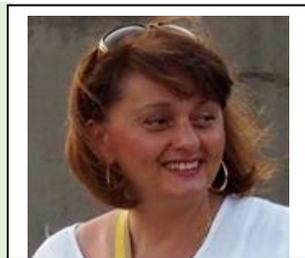
The Solution

Informal stand-up meetings are done regularly and the management will set designated time for other issues. To increase appreciation across the sectors an internal company newsletter will be sent out every 2 months. This newsletter will highlight key projects and employees.

Results and Future Plans

Although Flexible Workforce was not intended as a practice to work on during the F4BG pilot it emerged as an important practice as activities for communication and engagement were implemented. There are now several employees on flex-time and all of the employees are more productively engaged.

"Ms. Novak's work as an internal coach with the F4BG model has shown that awareness and action bring change in unexpected areas of company life. Her coaching skills are an asset to our team and hers too. Our thanks to her for her excellent work."
-Stefania Skender-Director, Smart Growth



Fit4BusinessGrowth is a project funded by the Erasmus+ programme.

The project aims to help small and medium enterprises to improve performance and productivity using High Performance Work Practices, Wellness Practices and Business Growth Coaching.



Coffee break area-made by the team for the team

GRAFIK.net

www.grafiknet.hr

 Fit4BusinessGrowth

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For further information visit:

www.fit4businessgrowth.eu

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