

Accelerating Growth @ MMES: Upgrading My Skills

EXponential
Training & Assessment

Managing Rapid Growth

Coach:

Mike Webb, MEC Associates

"The F4BG project - it seemed the perfect tool and was a good fit with the path the company was developing within the high-profile Hinckley C Nuclear Project in Somerset"

*Mike Morgan, Managing Director,
MMES Limited*

Summary

Rapid growth is exciting, hard-work and can put enormous stress on the owners, directors and the workforce which can lead to problems if not addressed in time.

Challenges

The Hinckley C Nuclear Project is fast moving and at times highly stressful. Staff must be not only experienced and skilled at what they do they have to be able to handle the fast-moving environment and hit strict deadlines. Being able to deliver on time and without making mistakes is a real challenge as mistakes in this sector cannot be allowed.



The F4BG Assessment

The F4BG assessment tool and subsequent discussions with their F4BG Coach, lead to the conclusion the management team needed some development – they are now completing management qualifications with the Institute of Leadership & Management.

The Solutions

To achieve the growth plan and meet the needs of the Hinckley C project the company needs to introduce a workforce from a wider base and the challenge was to introduce them into our structure.

The F4BG tool has identified areas that we needed to concentrate on and helped in this into a successful increase in staff numbers.

Results and Future Plans

To improve communications, new meetings were introduced covering multiple sites enabling progress to be evaluated against targets. MMES also introduced one-to-one and team-based coaching.

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.



Photo: MMES working on-site

“Our company has been built in the past on developing a local skill base. This strategy has developed a very loyal and in some case long standing employee base, a lot of effort has gone into a strong teamwork approach.

Mike Morgan, Managing Director



For further information visit:

www.fit4businessgrowth.eu

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