

Towards integrating leadership



Getting Fit for Work

Organisation:

Sunna Design, France: Design and manufacture of innovative urban solar lighting

"A relevant opportunity to think and work growth strategy and HR management"

Thomas Samuel, CEO

Summary

As a seasoned surfer, the manager of high growth company takes risks and pleasure ... "cleanly"!

Challenges

In a context of fundraising, launching a new project, moving from a "historical" uncertainty to a "new" uncertainty, I became aware of the need to strengthen my management towards a more realistic and integrating leadership, to take time, benchmark, and step back. I decided to participate in F4BG to deal with these needs and to be challenged in this step by a professional coach..



The F4BG Assessment

Strengths to capitalize: organization climate, effective communication, recognition at work.
Axis of work: employee engagement, team-working, work-life balance, leadership.

The Solution

Direction: Systematization of internal communication on strategy and objectives, link with action. Recognition of the plant's contribution to the overall project.
Empowerment of managers: models 5 keys / successful Googleteam + ICO Schutz. Co-construction and negotiation of objectives.

Results and Future Plans

Understanding of the need for structuring RH-Development of mutual trust, evolution towards the acceptance of co-development, co-responsibility, integrating leadership. Define and share a vision, an HR policy and a SUNNA wellbeing HR charter.

"A talent of the leader and the teams of the fast-growing and innovative company SUNNA: create its own managerial model, inspired in particular by a startup that has become major: GOOGLE".

Hélène Kerbérenes, F4BG coach



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.

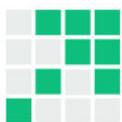


Street lighting in an African village



The plant

université
de BORDEAUX



Fit4BusinessGrowth

Leading By Example

For further information visit:

www.fit4businessgrowth.eu



Erasmus+

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