

5 actions to improve the organization



VALADE & TRANSANDINE
Vignobles du Monde.

Getting Fit for Work

Organisation:

Valade and Transandine, France:
Import and distribution of foreign wines.

"The usefulness of the questioning of a specialized external interlocutor to "distance oneself" from the daily functioning, and thus better perceive the modalities of operation and processes to be improved."

Jean-Luc Soubie, CEO

Summary

The action identified several levers for improvement and initiated a structuring process that became necessary in view of the growth of the company.

Challenges

Valade & Transandine is a high growth company (+ 20% on average since 2006). She seized the opportunity of the F4BG project to structure the next steps of its development, in particular for "timeshare" jobs with its sister business of Bordeaux wine merchants.



The F4BG Assessment

Three axes of progress have been highlighted by the double passing of the self-diagnosis (the manager and one team leader): improve leadership, coaching, and employee engagement.

The Solution

Un plan d'action en cinq points a été élaboré: formalisation des procédures internes, structuration des opérations (en particulier pour le sécuriser en l'absence du gestionnaire), établissement de points formels réguliers, organisation périodique des réunions d'équipe et formalisation des entretiens annuels.

Results and Future Plans

Beyond the awareness of the usefulness of the plan of action mentioned above, several actions are already under way: Launching of periodic team meetings, Formalization of the team leader's responsibility and clarification of the delegations, Implementation of a tailor-made "proximity manager" training for future team leaders, Launch of reflection on more formal modalities for annual interviews ...

"A very constructive and efficient action thanks to the strong receptivity of the "coachee" and, on the other hand, to the sincerity of his convictions of convergence between productive efficiency and Quality of life at work.»

Patrick Sagory, ErgoPrevention, F4BG Coach



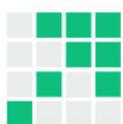
Fit4BusinessGrowth is a project funded by the Erasmus+ programme.

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.



The CEO and the products

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Leading By Example



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