



explore, engage, execute, evaluate



**MAKING STEEL WORK
SINCE 1925**

Adey Steel Group Case Study

The Client

The Adey Steel Group, established in 1925, is a leading UK based multi-disciplined steel Design, Fabrication, Stockholding and Logistics group with a turnover of £20million and a workforce of 160 people. Their powerful combination of companies offers a breadth of expertise passionately supported with outstanding customer service.

Throughout the Adey Steel Group's long history, quality, customer service and continuous development have been at the heart of its success. These principles remain today and are recognised as instrumental in securing the business's success as it moves forward into the future.

Coaching

In the middle of 2015, Adey Steel Group Managing Director Andrew Adey and his team began working with executive coach John Collins as part of the Government sponsored Business Growth programme. There was a particular focus on developing and communicating a clear business strategy, building the organisational structure, culture and behaviours to deliver this. A key part of this was identifying and agreeing the core values of the business and using these to drive the strategic development and direction of the group. This process highlighted training and development needs and John introduced the CMBD team as a training and consultancy provider to support this.

John continues to work with Andrew and his team providing executive coaching and is facilitating the business improvement programme.

Training and Development

The Adey Steel Group have invested heavily in the development of all of their workforce from the top down. The programme commenced in late 2015 with an eight-day Level 5 management and leadership development programme for the main board of the group. This development has been extended down through the group structure and at the time of writing, six first line managers are attending CMBD open Level 3 programmes and a Level 2 Team Leader programme has just been completed.



One of the recent employee training sessions



The Adey Steel Group core values diagram

All 160 of the group employees have also attended a facilitated series of training events over a two-day period where the concepts of team roles and effective planning were the main focus.

CMBD's Training Director Brent Warren said;

"After a two-year period of rapid and continuous growth, Andrew recognised the need to further develop the talent, expertise and leadership skills of his team at all levels. The CMBD Level 5, 3 and 2 courses provided the core of this programme and the management team are encouraged and supported to complete CMI qualifications as part of their personal development."



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Consultancy

As well as coaching and training services, CMBD also has a team of specialists in a wide range of disciplines. These range from HR, recruitment and talent management to process design, lean and six-sigma expertise.

Having recently completed a major 'Safety First' initiative as part of the core value programme, Andrew and his team are now focussing on a lean improvements programme throughout the business.

CMBD consultant Simon Wilson delivered a half-day session to the senior management team on implementing lean and this has resulted in an initial four-day 5S programme within all areas of the group.

What does the client think?



Andrew Adey – Group MD

"Adey Steel Group needed to change its approach to people development. We weren't terrible but with a drive from the top for a change in business culture to one more of collaboration and continuous improvement, investment in the training and education of our workforce was key.

The CMBD team were appointed and although we still have work to do, their help and expertise in developing our individuals and teams has transformed our perspectives on what we can achieve as a business.

The CMI Level 5 Leadership and Management programme which our Board attended helped develop our executives into a much more effective management team with a stronger focus on business leadership and a deeper understanding of each other's approach to work.

Amongst our operational management teams CMI level 2 & 3 leadership qualifications and Business Improvement NVQ's have helped to build the knowledge, understanding and appetite for development initiatives at all levels of our business.

Working with Brent and Mike and the team has been a pleasure, they happily go above and beyond expectation in providing advice and support to our business in any way they feel capable and I look forward to continuing to grow our business with the assistance of CMBD."



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