

# Aalco

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In 1989 Aalco decided to invest in strategic leadership development as a part of their strategy for maximising the performance of each of their profit centres. They wanted to give each profit centre autonomy, and at the same time create a sense of unity throughout the business.

Aalco approached Mitchell Phoenix and asked us to help them create a common management culture and language, and to ensure that there was a consistent management approach across their independent distribution centres.

We have been working with Aalco ever since. Initially the most senior executives in the business attended Mitchell Phoenix' leadership development programs, and in subsequent years Aalco have sent their general managers, sales managers and warehouse managers to Mitchell Phoenix for leadership training.

A key factor in Aalco's success in creating a common, future-focused culture has been their willingness to work from the top down. As new managers come through Mitchell Phoenix programs, they quickly recognise the leadership behaviours exhibited by their managers, who often learned and refined them working with Mitchell Phoenix some years before. This helps new managers to develop their understanding of the company culture and why it is successful.

*The Governing Change training course has equipped our managers with the necessary tools to manage their teams and achieve a high level of success. It enables all of us to take a consistent approach when managing our people*

Andy Howitt, Regional Director, Aalco

*A must for any senior manager striving to improve not only their own skills but to improve the quality of their environment and organization.*

Paul Lewington, Aalco

*This has been by far the best management course I have ever been on. I will be sending other managers from my company on this course, as it's beneficial to every level of management.*

Charles Hellawell, Aalco

# MITCHELL PHOENIX

LEADERSHIP AND MANAGEMENT TRAINING



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