

# Watts International

## Watts International

A highly ambitious organization, Watts recognized that to fulfil their strategy of geographical expansion into Europe and broadening their offering to their client base, they needed to attract and retain the best possible talent in their sector. Like many companies, Watts had invested heavily and effectively in the technical and professional training of their management group, but had invested less heavily in their management capability. With the aim in mind of attracting and retaining the talent they required, the decision was taken to invest in the people management skills of their senior team.

Watts wanted to choose a provider of management development which would not only match the aspirations of the individuals concerned, but also stretch those individuals to ensure they developed securely and rapidly. At this time Walton Churchill were advising Watts on career counselling and recruitment, and they recommended Mitchell Phoenix.

Mitchell Phoenix constructed a program to suit the senior team's requirements. The delegates were drawn from Spain, Germany, France and the UK. Through their attendance on the program, the group developed a common management language and a strong ethic around meetings and communication. They revisited and strengthened the upholding of standards and values according to the Watts culture – in particular in the areas of managing performance and promoting others. The group also made a number of recommendations to the main board on how the business should operate in terms of style, approach, standards and values.

*A 6 month Mitchell Phoenix management programme that, frankly, changed my life. It broadened my outlook and since completing it my enthusiasm soared and the techniques he showed us to deal with difficult or sensitive management challenges have been invaluable to me, and of course my business.*

Ian Ford, Managing Director, Watts International

*The course has allowed me to look at myself and others in a differing way and will allow both my own and others' potential to be fulfilled.*

Robert Hillman, Director, Watts International

*The course has given me fresh perspective through which I have realised real tangible results.*

Dan Webb, Watts International

# MITCHELL PHOENIX

LEADERSHIP AND MANAGEMENT TRAINING



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