



# Cultivate Talent

## Case Study

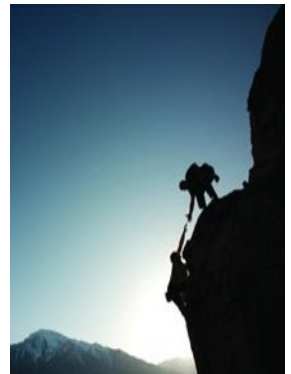
### John Dennis Coachbuilders



**John Dennis Coachbuilders** have, since 1985, designed and built bodies and cabs that are renowned for their flexibility, innovation and quality. They lead the field in innovative design from new equipment to safety features through to the latest dynamic shelving for easy access to equipment. It gained the international quality standard ISO9001 in 1994, and remains one of the few body builders, to the UK Fire Service, to hold this award. Since 2005 **John Dennis Coachbuilders** has also been building community buses with full wheelchair accessibility.

### Business challenge

**John Dennis** are continuously looking to maintain and improve the innovation within their production processes, in order for the business to remain competitive. They recognised that to achieve this goal, they needed to delegate and empower more to their production managers and team leaders. The Directors decided to invest in developing the leadership and management skills of these managers and team leaders, so that they could help drive through the changes in behaviours and culture, and deliver the company strategy.



### Our approach

**Cultivate Talent** worked with **John Dennis** to create a tailored '**Bite Sized Learning Programme**' based on a series of half day workshops designed to fit around the demands of their production schedule. The programme delivered a leadership and team management tool kit, which was business focused, interactive and provided practical learning that could be used immediately with their teams in order to improve individual and overall business performance.

### Client testimonial

"Following the tailored workshops presented by Cultivate Talent each Production Manager and Team Leader was better equipped to undertake the role they had been promoted into. They understood their job responsibilities, were better equipped and more motivated to achieve the goals set for them. Each Manager and Team Leader was then able to manage their team much more effectively, improve their management of individual team members and also take ownership of each production build. As a result I found both the quality and productivity improved, the target build hours were **reduced by an average of 12%** and the quality build snags **reduced by an average of 8%**"

**Gary Bowen, Head of Production**  
**John Dennis Coachbuilders**

### For further information please contact:

**Adrian Woodstock**  
[adrian.woodstock@cultivatetalent.co.uk](mailto:adrian.woodstock@cultivatetalent.co.uk)  
Tel: +44 (0) 7769 650960

**Mark Thompson**  
[mark.thompson@cultivatetalent.co.uk](mailto:mark.thompson@cultivatetalent.co.uk)  
Tel: +44 (0) 7917 305290