



Cultivate Talent

Case Study

Solarsoft



Solarsoft delivers modern business productivity software, ERP systems and IT services to manufacturers, distributors and wholesale businesses across North America, Europe and Asia. The company has grown organically and through acquisition since 1986, which has over 2,000 companies worldwide relying on Solarsoft's business productivity software to bring clarity and efficiency to their day to day operations

Business challenge

Solarsoft acquired their PMS business in the UK, early in 2008. This business had been struggling and in spite of some considerable focus on the business, poor performance continued after acquisition.

In the early part of 2009, a new leader and management team were put in place with the task of turning around the decline in performance through implementing of a new vision, purpose, and overhaul of their business strategy.

Client contacts

Andy Brown
Managing Director
Solarsoft PMS

Marco Plested
Services Director
Solarsoft PMS

Our approach

Cultivate Talent worked with the leadership team to help them create a new vision, values and common purpose for the business. To then help secure the engagement of key employees, conducted a series of workshops across the business to help get their input and alignment with the new identity. Cultivate Talent also worked with the leadership team to help define the new business strategy and set goals for growth focused on specific target markets.

Cultivate Talent provided focused consulting services to the Sales and Services Teams to help them set up and design an effective Solution Selling based approach, plus inspire the production of new collateral to support their new approach on attacking target markets.



Engaging Talent, Building Trust, Inspiring Change



Results

Achieved formal buy-in and sign off from the Solarsoft leadership team followed by gaining agreement across the business on a new vision, values and purpose. This helped underpin the focus and drive for all teams on the implementation of a new 3 year business strategy.

It has helped in the restructuring of the business units and teams, so that they are aligned to a new client focused approach.

It has also led to a continual improvement in the software sales, support, and services revenue for each quarter since implementing the changes in approach and strategy.

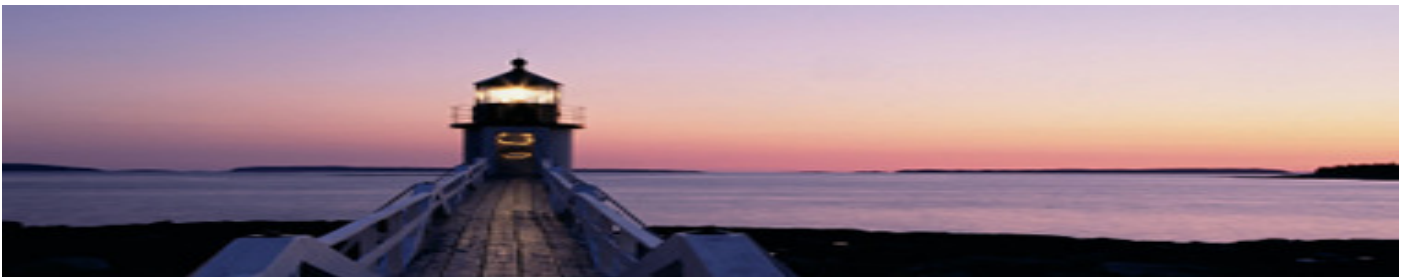
Client testimonials

Andy Brown, Managing Director Solarsoft PMS

Adrian came into our business and has helped us structure our solution selling program, and drive shared Vision and Values into our business.

Adrian is a great facilitator and is excellent at getting the Management Teams to think 'outside of the box'. His approach makes him feel part of the team and he very quickly took on the passion for the business that we have.

We continue to use Adrian in the business, as improvement is a continuous process and never stops.



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