



SHARING IN
GROWTH

Results driven. **Results proven.**

Business growth and productivity through

COMPLETE BUSINESS TRANSFORMATION



WHY IS BUSINESS TRANSFORMATION SO IMPORTANT?

Business transformation is a sizable change that companies make to remain competitive in an ever-challenging world. It involves reflecting on how they deliver value to their customers, emotional connect with their people, adopt new ways, and improve on how they do things. At Sharing in Growth, we are the complete business transformation experts. With over 10 years' experience of transforming UK manufacturing and engineering services organisations, our passion is to strengthen them through developing the people and processes enabling them to reach their growth potential.

We analyse a business from top to bottom and then tailor our intervention to each company's required needs, delivering a holistic business transformation. Our team of 100 industry experts work with ambitious companies to deliver 'Insight & Intervention', working alongside them to create a compelling vision and emotional connection for the people. Business growth, capital investment and net worth from companies engaged with Sharing in Growth have shown strong positive trends beyond their peers in the wider supply chain. We have a proven track record with our clients, increasing their resilience, revenue and improving their profitability.



"As a company, we were certainly no beginners at continuous improvement, process control, and training & development of our employees, or the importance of customer intimacy. The company was successful but equally, we recognised that we needed a catalyst to help us on the journey from 'good to great.' Sharing in Growth has proven to be that catalyst – their industry knowledge and practical 'hands on' approach to business improvement was an ideal cultural fit. We have already seen benefits on both hard and soft measures and fully expect to see continued benefits across the business that will support our improvement and growth aspirations."

TONY HAGUE
CEO



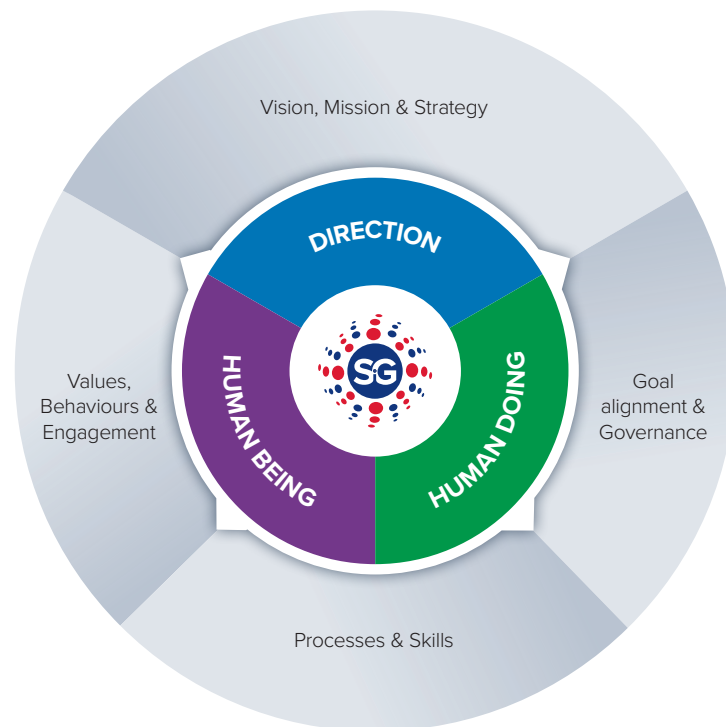
"Sylatech are really starting to see the true benefits of being involved in the Sharing in Growth scheme. The SiG coaches bring with them many tools and real clarity that things can and will be better, whilst at the same time appreciating that our staff have a day job to complete. They are extremely professional, patient and approachable, and for that we are extremely grateful. There is no doubt that joining the Sharing in Growth programme is one of the greatest opportunities that Sylatech has ever been presented."

CHARLIE BREESE
MANAGING DIRECTOR

OUR APPROACH TO COMPLETE BUSINESS TRANSFORMATION

Sharing in Growth boasts a remarkable decade-long history of orchestrating transformative journeys for businesses. Over the span of the last 10 years, we have spearheaded comprehensive business transformation programmes, collaborating with over 100 companies across a range of industries including aerospace, defence, offshore renewables, medical (NHS), Modular Methods of Construction (MMC), and nuclear sectors.

From this experience, we have crafted an unfailing approach to successful business transformation:



- 1** DEFINING DIRECTION AND PURPOSE
- 2** CULTIVATING THE HUMAN ELEMENT: "HUMAN BEING"
- 3** FOSTERING ACTION: "HUMAN DOING"



OUR APPROACH TO COMPLETE BUSINESS TRANSFORMATION

1

DEFINING DIRECTION AND PURPOSE

In the initial phase of our partnerships, we delve into cementing the business's Vision, Mission, and Growth Strategy. Employing a meticulous approach of business strategy road mapping, our aim is to encapsulate the business's aspirational goals into a focused 3-to-5-year plan.

The roadmap encompasses the following pivotal elements (if not already established):

- **VISION** We establish a visionary framework, the "North Star," which resonates deeply with the workforce, forging an emotional connection.
- **MISSION** Defining the business's goals and its broader significance. The mission statement becomes the bedrock upon which we outline the business's 3-5 year objectives: encompassing Revenue, Profitability, Product Manufacturing Groups, and Product Market Groups.
- **STRATEGY** Crafting a pragmatic 3-5 year roadmap that navigates the course toward realising the Vision and Mission. The strategy encompasses investment blueprints for capital, technology, and human capital.

2

CULTIVATING THE HUMAN ELEMENT: "HUMAN BEING"

In the next phase of our engagements, we direct our attention to the heart of the business – its people. Acknowledging the adage that "Culture eats Strategy for Breakfast," we recognise that emotional engagement is pivotal for successful business transformation. A profound emotional bond is cultivated by allowing individuals to perceive their role in driving the Vision and Mission. The "Human Being" engagement process entails fostering robust employee engagement and cultivating high-performing teams. This journey involves the establishment of values and their corresponding behaviours within the organisational fabric.

Key features include:

- **SENIOR LEADERSHIP PROGRAMME**
A comprehensive 18-month leadership curriculum founded on 36 core principles, such as "Freedom within a Framework," "Culture eats strategy for breakfast," and "What's in it for you, me, and us?"
- **ANNUAL EMPLOYEE ENGAGEMENT SURVEY**
An insightful annual assessment of engagement levels.

3

FOSTERING ACTION: "HUMAN DOING"

Having engaged the "Human Being" element, we proceed to bolster both the competence and confidence of individuals and the operational processes. This transpires through targeted interventions carried out over 12-week transformation projects.

We ensure that these projects are in perfect alignment with the pre-defined Vision, Mission, and Strategy, underpinned by a robust governance structure.

Recognising our principles of business transformation for the individual business assessments, we conduct a business diagnostic around these three steps:

- **PURPOSE**
- **HUMAN BEING**
- **HUMAN DOING**

SHARING IN GROWTH TRANSFORMS CASTLE PRECISION INTO AN INTERNATIONAL STRATEGIC SUPPLY PARTNER

Castle Precision was struggling to compete against low-cost sources and remain relevant in an increasingly global marketplace as clients sought newer and cheaper solutions. The old attitude of "Castle knows best" was not working anymore and the order book had fallen from £1.5 million to £1 million per month. So, Managing Director Yan Tiefenbrun and the Castle board decided it was time for total business transformation and reached out to Sharing in Growth for support.

To drive up competitiveness and win new business, Sharing in Growth's initial business-wide diagnostic identified several strategic themes and the creation of detailed plans for growth. So, with Sharing in Growth training and on-site support, Castle implemented centre of excellence cells where teams could learn best practice that could be rolled out across the business. To achieve the required 50% productivity increase in one major defence cell, a cross-functional team mapped and analysed the processes and changed the machine layout so they could eliminate a high level of manual intervention, reinforcing this with disciplined visual management boards to maintain control.

In a neighbouring cell, another team put in 'lights out' automation, to achieve 95% unmanned operation and a subsequent 33% improvement in lead times. And when another centre of excellence cell managed to reduce costs by £2.4 million, Castle returned the saving to the customer, a strategic decision that cemented its position as a key competitive supplier.



"There is a national need for competitive and match-fit suppliers who can win work from companies like Rolls-Royce. What Castle has done is what we all do every day: look at our costs and how we can reduce them, look at how we increase the quality of what we do, and look at how, through clear, leadership, technical and business process innovation we can make our business more competitive and win more orders. The government's funding of Sharing in Growth has made a significant difference to our supply chain, as well to others in the aerospace sector."

WARREN EAST

EX-CHIEF EXECUTIVE, ROLLS-ROYCE

£20M

Average annual turnover

£4M

Increase in sales
within one year

£2M

Invested in plant
and machinery

BUSINESS TRANSFORMATION SECURES £17.5 MILLION IN CONTRACTS FOR PRODUMAX

When Produmax began working with Sharing in Growth, the company had 45 staff based on two sites, and a turnover of almost £6 million. Now, it operates from a brand new £20 million turnover capacity facility, has over 60 employees and has a culture of openness and respect for everyone. Around 90% of its turnover goes in exports to the USA, Canada, Japan, Philippines, and Morocco.

Produmax set its vision "To Be Engineering Superheroes" and developed a new mission and strategy supported by values which were consistently communicated to all staff. The new strategy centred on business growth through innovating to produce complex, high value parts, creation of a New Production Introduction process, and a focus on aircraft platforms rather than customers.

Sharing in Growth's leadership development helped the company to transform the two sites' diverse cultures into a new working environment based on teamwork, continuous improvement and learning. To sustain the business transformation and growth, Produmax introduced personal development programmes for staff and revitalised its brand and engaged with its community, education, the government's productivity agenda and the media.



"We have always believed that to stay ahead of the competition we need to invest, not only in the latest technology but in our approach to business and the development of our people and culture. Sharing in Growth is a key to our investment in the future."

JEREMY RIDYARD
MANAGING DIRECTOR

25%

Employee engagement
improvement

£17.5M

Secured in contracts

40%

Sales increase



RESULTS DRIVEN. RESULTS PROVEN.

We are the complete business transformation experts.

Our passionate team of growth and productivity specialists work with you to develop, inspire and improve every aspect of your organisation. The Sharing in Growth challenge and purpose is to accelerate your business growth and ultimately your bottom line.





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