



THE SYLATECH SUCCESS STORY: CULTURE, CAPABILITY, AND A COMPETITIVE EDGE

99.5%

Right First Time (RFT)

51%

Increased revenue

33%

Improvement in value
add per person





INTRODUCING SYLATECH

Based in Kirkbymoorside, North Yorkshire, Sylatech is an engineering company with a global customer base spanning aerospace, space, defence, medical, automotive and construction sectors.

As a trusted partner for high-quality systems and components, Sylatech's expertise lies in two core technologies: RF and Microwave, where it provides custom design and manufacture of advanced systems, subsystems, assemblies and components.



"The impact of Sharing in Growth touches every part of the company - everybody feels it. Our organisational structure has had a complete facelift - we now have a robust governance system that connects the shop floor to the board."

CHARLIE BREESE

MANAGING DIRECTOR
SYLATECH LIMITED

THE CHALLENGE

Sylatech set out to deliver £3 million in strategic revenue growth within three years, double this within five, and create more than 35 new jobs. To achieve this, they needed to transform their operations, culture and leadership capability to build a world-class engineering business.

The company had a strong order book, but bottlenecks were restricting growth and profitability, while customers were experiencing lower than expected delivery performance. The business needed a structured framework, stronger leadership, and a cultural shift to unlock its potential and secure long-term partnerships with major international companies such as Thales, SAAB and Airbus.

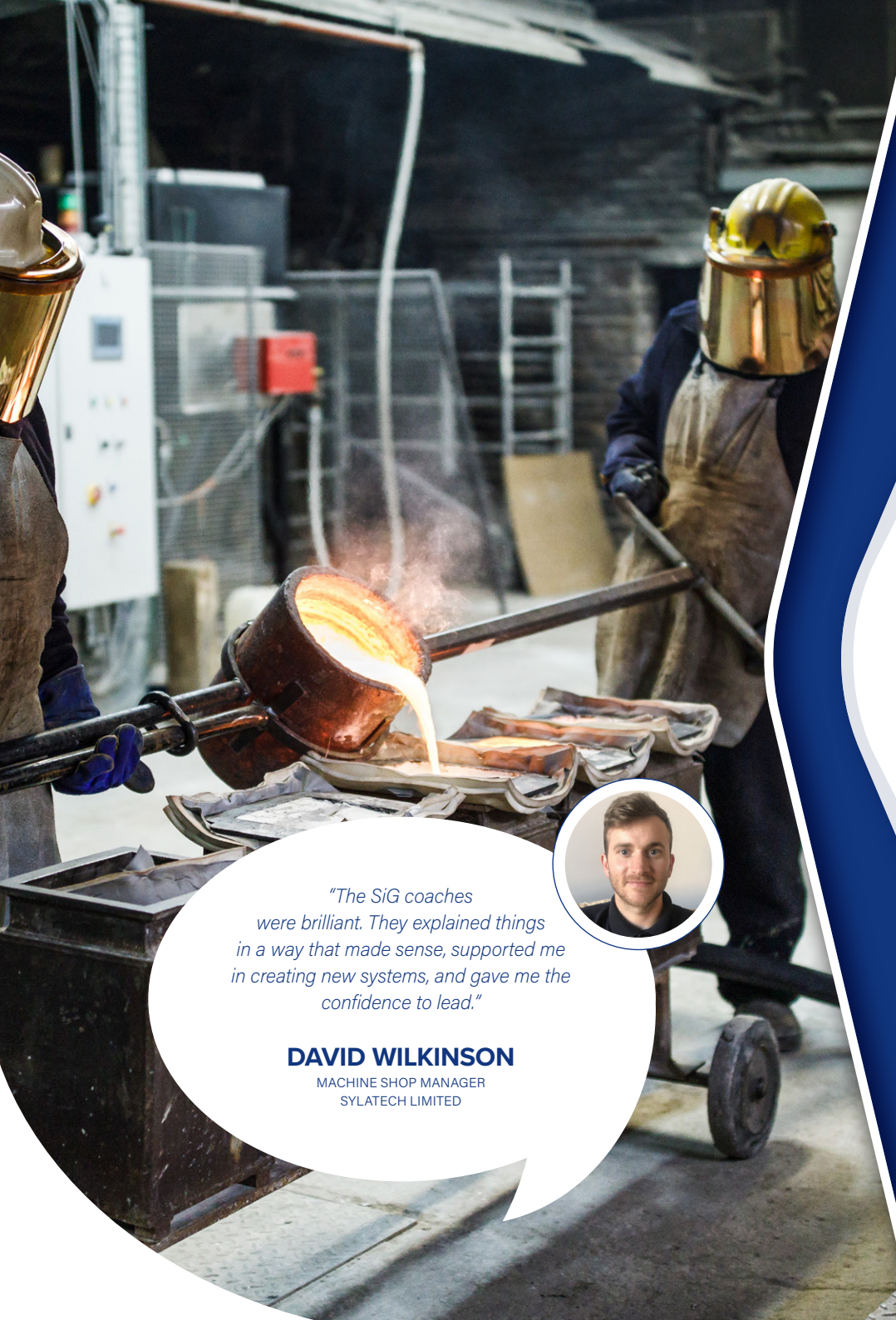


"By focusing on people, Sylatech has created a high-performance culture where challenges are embraced, team leaders are natural problem-solvers, and employees feel empowered to push standards higher every day."

JOHN DAVIES

BUSINESS TRANSFORMATION COACH
SHARING IN GROWTH





"The SiG coaches were brilliant. They explained things in a way that made sense, supported me in creating new systems, and gave me the confidence to lead."

DAVID WILKINSON

MACHINE SHOP MANAGER
SYLATECH LIMITED

THE SIG SOLUTION

Sharing in Growth (SiG) partnered with Sylatech to build the foundations for sustainable growth. Together, they created a clear Vision, Mission, and Strategic Roadmap, supported by new management and control systems to balance day-to-day operational needs with long-term improvements.

SiG introduced operational lighthouses, which are areas of business excellence that act as beacons of best practice within the organisation. The first lighthouse was applied in the machine shop to tackle production constraints, improve planning and prioritise workflow. Following the success of this, SiG has supported the rollout of three further lighthouses across the business. Daily multi-tiered management reporting and problem-solving routines were embedded, supported by the training of 10 team leaders through the SiG Team Leader Academy.

Beyond operations, SiG invested in leadership development across the senior leadership team, production management, and shop floor staff. This was complemented by company-wide engagement to define shared values and agreed behaviours, embedding a stronger culture and sense of ownership throughout the workforce.

THE SIG RESULTS

The partnership delivered measurable improvements in both culture and performance. The overall response rates from their employee engagement survey jumped from 51% to 82%, while value-add per person – a key productivity measure – rose by 33%. Delivery schedule achievement went above 99%, and right-first-time quality improved to 99.5%.

Business Maturity Index is a scoring system used against a set of pre-defined questions to assess the businesses level of maturity and then define improvement objectives. Each year it is re-assessed by the Leadership. Sylatech's baselined at 143 points and improved to 469 points over the period of the engagement. The maximum achievable was 515 points.

Operationally, the machine shop achieved a 45% uplift in standard hours output per person and reduced subcontract spend by 70%. The foundry increased revenue by 51% with no additional headcount, halved scrap costs, and cut microwave inventory by 66%.

Through this transformation, Sylatech is now positioned as a stronger, more competitive engineering business with the capacity, leadership, and culture to achieve its strategic growth ambitions.

"The SiG programme transformed our culture by empowering individuals and defining shared values. Engagement is higher than ever, and our team feels part of something bigger. This has brought clarity and boosted our performance. A massive thank you to SiG for joining us on this journey."



GORDON GUNN
COMMERCIAL DIRECTOR
SYLATECH LIMITED

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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.

To learn more about how Sharing in Growth can help your business thrive, contact our team today. We are committed to providing the knowledge, tools, and support you need to unlock your business's potential and drive sustainable growth.



IMPROVE WHAT MATTERS
NOW. BUILD CAPABILITY
FOR THE FUTURE.



SHARING IN
GROWTH
Results driven. **Results proven.**



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