



## The Big Blue Box Ltd

### Getting Out Of The Weeds

#### The Background

T is a very highly respected technical expert in his area, his role involves confidential advice to business unit leaders affecting their ability to utilise resources. He is naturally very task and solution oriented, keen to help and enjoys creating the ideal outcome for his clients.

A restructure is happening and he is struggling to step up into a leadership role. His business is growing and recruiting more staff, and he is now finding himself being drawn in to managing a team. His new team is looking for leadership. His boss wants him to step up but T is not sure what that actually means.

#### The Process

Our first session established that T was under great time pressures to deliver projects. He was completely focused upon helping others, and delivering for clients and he had little time to give to his new team.

T described his situation;

*'I was feeling like I was on a treadmill that wasn't stopping. I would have continued to be subsumed in the weeds not realising an exit mechanism was available. Potentially, [this was a process where I was] getting worn down ultimately, ending in my resignation from the company.'*

Raising T's self awareness was an important step, enabling T to see his situation for himself. As T described it;

*'Chris allowed me to open up ...The initial discussion switched on a light.... I realised I can get off the treadmill, that I need more work/life balance - to the benefit of all stakeholders. [I could see that I needed] to think more about the bigger picture and direction (rather than transactional activity).'*

*'Following discussions built on this...Chris was good at drawing out issues, encouraging you to come to your own conclusion. I felt our discussions have thrown out breadcrumbs to follow and build on through my own actions.'*

*'Chris' analogies helped imprint areas of discussion on my mind and established a basis for future development... I've been provided with some useful tools/reminder mechanisms that will help me as I focus my future.'*

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### The Outcomes

As our series concluded, T listed several benefits.

*'I'm now moving away from the detail (this is work in progress as we build up resources and headcount).*

*[The team is] more integrated and co-ordinated ... with improved output and consistency...[I have a] more direct approach...*

*[There is] improved team morale ... better quality outputs/business processes ... reduced working hours ... an employee who will add value and have a skill set that is transferable outside the [current] function.'*