

## Scientific Publishing Company Accelerates Alignment with RapidRewire<sup>®</sup> Process

### The Challenge

A global provider of scientific and medical information decided to reorganize a key medical data division. This included combining two existing units in the U.S. and Europe with a recent acquisition.

The client faced significant challenges in integration, as well as a major shift in strategy and structure from a product focus to a solutions focus. The newly appointed divisional CEO had defined the new structure and made key decisions on staffing. Many members of the executive team were new and others had substantially increased scopes of responsibility. Lower-level teams that previously had operated autonomously now were part of a matrix. Many less-experienced leaders were struggling with their new roles.

The client needed to align the organization on vision, goals, and strategy; strengthen relationships and team cohesion; and develop the competencies and transition action plans necessary for high performance.

### The Solution

The client engaged Genesis Advisers to design and deliver a **RapidRewire** process, focused on the top 50 members of the organization, starting with the leadership team and their direct reports. The process began with coaching for the new divisional CEO to help him define his agenda. Then, a **Team Acceleration Workshop** was designed and delivered to align the executive team and build relationships between its members. The result was a next-90-day team plan that included work-streams, accountabilities, and communication priorities, as well as individual next-90-days plans for the team members. The process then was cascaded to the direct reports of the executive team using virtual workshops. Executive team members provided the strategic context at the start of each workshop, and facilitators guided participants in the creation of their own next-90-day plans.

### Results

The RapidRewire process facilitated significant alignment and relationship building throughout the business. As the Senior Vice President, Global Talent Management and Leadership Development described it, *“The RapidRewire approach dramatically accelerated a major internal integration and realignment of one of our key businesses. It had a major impact in speeding up both team and individual transitions as we cascaded it down through the organization.”*

The success with this division led to additional implementations of the RapidRewire process and Team Acceleration Workshops in other divisions of the company.

## Genesis Advisers Products

All of Genesis Advisers' solutions are designed by Dr. Michael Watkins and based on The First 90 Days Toolkit and Transition Roadmap™, a proven framework for identifying key organizational and personal challenges and building robust plans for creating momentum in new roles. Our solutions are based on more than fifteen years of research and practice, and we offer transition support for leaders at every stage of the leadership pipeline, as well as teams and organizations in a post-change environment.

Specific products used by this client:

<p><b><i>RapidRewire™ Change Acceleration Process</i></b></p>	<p>A cascading team-based process focusing on establishing direction, (re)building relationships, and creating Next-90-Day™ plans during rapid growth, restructuring, or post-acquisition integration.</p>
<p><b><i>Team Acceleration Workshop</i></b></p>	<p>A 1- to 2-day workshop designed to turn any new team into a high-functioning team. Whether facing new leadership, new team members, or a redefined, post-change mission, this workshop will rapidly bring a team into a state of higher functioning.</p>

## Contact Us

To learn more about how these solutions and others could be implemented at your organization, please [contact us](#).