



Leadership journey to create unity within the company and prepare for future challenges. To ensure that Ubbink Centrotherm Group's (UCG) future proof purpose is felt and lived throughout all layers of the organisation.

WE ARE

TO UNITE

Ensure leaders and co-workers across 8 countries play as one team, and are prepared to tackle future challenges.

Country managers join forces and act collectively.

TEAM

FUTURE PROOF Make sure UCG continues to exist for years to come.

Q4 2016 KICK-OFF

- In-company visits
- Gather relevant info Personal interviews with Senior Leadership Team (SLT)

YOU LEAD SLT connect on deeper level

CONNECT BEFORE

Q1 2017, 1 day

HOW

- Inspirational visits
- 8 ambitious frontrunners • Challenge SLT

Q1 2017, 1 day

PATHFINDERS

- Explore and define UCG's
- future ambition

in Berlin **JOURNEY #1** • Pathfinders & SLT

Q2 2017, 2 days

- Pathfinders present strategy outcome
- Inspirational visits

strategy agenda #1

Q2 2017, 2 days

JOURNEY #2

in Berlin

SLT defines

4 boostcamps, 2 days per boostcamp **BOOSTCAMPS** • 120 co-workers from 8 different

Q3 + Q4 2017,

- countries connect and engage • Connect with company purpose
- and give input for strategic pillars • Inspirational visits

Reconnect as team - breakthrough! • Implement input from boostcamps

Q4 2017, 2.5 days

DIRECTOR DAYS #1

in Madrid

in strategic pillars Way forward

• Where are we in the process?

- Q1 2018, 2.5 days in Birmingham DIRECTOR DAYS #2
 - Team dynamics & leadership Must win battles
 - roll out of UCG's mission

Q3 2019,

Q2 2019

DESIGN TEAM

8 forward-thinking, cross

departmental co-workers

Organise and co-facilitate the

3 learning lodges, 2 days per session **LEARNING LODGES**

90 co-workers from 8 different

countries connect and engage

- Roll out and connect with company ambitions Discover and activate their potential

Q1 2020

- LOCAL LEARNING LODGES Programme tailored to local needs, per country
- Involve local team members in company mission and ambitions • Improve connection and cooperation
- THE

amongst co-workers

IMPACT **CULTURAL SHIFT** Kick-started a culture shift within the organisation. Employees are aware of the

How do you

foresee your

future?



higher efficiency.

United programme. HIGHER EFFICIENCY

Better connection and effective working habits

between international offices. Resulted in

CONNECTION

Management Direction & Board connected on a deeper level. More personal and professional understanding.

DIRECTION Clear direction to become a future proof organisation. The result: three posters that are used across the board to communicate UCG's



FUTURE PROOF

purpose and ambitions.

Increased awareness and first steps taken towards becoming a future proof organisation.

