

## Case Study for Alchemy

How many times have we heard that people are the most important resource in any organisation? How many times have we realised that these are only words and not actions?

It is very refreshing when we meet with organisations who do believe that their work force is not only an important resource but actually acts upon that belief. Stringers of Lytham is one of those organisations.

Alchemy work with individuals, teams and organisations in close partnership to develop those relationships which are essential for today's ever changing world. They recognise that people will only change once they have engaged with their own issues. In order to know what may be possible, individuals are required to explore their current reality (situation). Only then can they identify what is possible for the future.

This is a journey that Alchemy began with the Senior Management Team at Stringers.

The team was already functioning with many positive attributes. Alchemy acted as a mirror to this process helping people to reflect back consequences of actions, develop a clear hierarchy of values out of which all team members could filter their actions and those of the rest of the team. We were able to challenge the limitations that the team placed upon themselves and others and determine new alternative pathways. This process takes place with continual self and peer feedback as well as external validation through Alchemy.

Jenny Clarke – Director at Stringers – “Alchemy helped each of us to question what personal barriers were hampering our performance both individually and as a team. Once we had a clearer understanding, a more effective and focused team was a result – communication improved immeasurably.”

Development in this way is an ongoing process between Alchemy and in this case Stringers. We are not a crutch for organisations to lean on however we do believe in walking along side companies, encouraging them and developing them through;

- ✚ Experiential learning which engages the whole person.
- ✚ Individuals who contribute to their own learning are in the best place to evaluate their own progress – hence self and peer assessment.
- ✚ Learning with others encourages cooperation, and contributing to this process is as important as the content of the programme.