



ENIKŐ TEGYI PCC – ÁRON LEVENDEL PCC

ROOM THE BLOOM

AN SF CASE STUDY



AN SF CASE STUDY

**ON MEETING CULTURE
DEVELOPMENT**

**AT A FINANCIAL
INSTITUTION,**

BUDAPEST, HUNGARY

AN SF CASE STUDY

WITHIN 6 WEEKS

79%



67%



79%



66%



73%



68%



AN SF CASE STUDY

WITHIN 6 WEEKS

96 HOURS COACHING

45 MINUTES SAVED

AN SF CASE STUDY

WITHIN 6 WEEKS

73 INDIVIDUAL COACHING

35 MEETINGS

147 FILLED SURVEY

**HOW IS IT GOING TO BE
RELEVANT FOR YOU?
FOR YOUR WORK?**

ABOUT THE CHALLENGE

URGENT

**TRAININGS AND
MANUALS ARE FAILED**

**LOOKED FOR
PROBLEM
SHOOTERS**

**FULL TIME PRESENCE
MAX 5-8 MINUTES
INTERVENTIONS**

THINGS TO BE FIXED

TIME PRESSURE, LOW MORAL, EXHAUSTED,
DEMONISED MEETINGS, SENSE OF DESPAIR,
TIRED, NON-STOP MEETINGS, PULSING
CORRIDORS, NO TIME FOR WORK,
REOCCURRING MEETINGS, BOOKING EACH
OTHER TIME INATTENTIVELY, WASTE OF TIME,
LACK AGENDA, SHORT NOTICE CANCELATIONS,
LACK OF MINUTES, NO FOLLOW-UPS, PUNCTUA

**BASED ON
WHAT YOU JUST HEARD
ABOUT THE MANDATE
AND THE SITUATION,
WHAT WOULD YOU DO?**



**WHAT WE HAVE
DONE.**

COMPANY LEVEL

GROUP LEVEL

INDIVIDUAL LEVEL



1-3x



PRINCIPLES

SYSTEM THINKING
AND SYSTEMATIC PROCESS FLOW

GOAL ↔ TOOLS

PRINCIPLES

LET THE CLIENT WORK

TEACHING → COACHING

PRINCIPLES

MEASURE THE DIFFERENCE

EVERYONE CONTRIBUTES

TOOLS

12 POINTS OF GOOD MEETINGS

MEASUREMENT BEFORE AND AFTER

360 FOR MEETING CHAIRS

OBSERVED AND SCALED MEETINGS

ALL-STUFF KICK-OFF AND CLOSING

ONE-ON-ONE COACHING

FACTS & RESULTS

STARTED WITH 23 MANAGERS
14 HAVE JOINED

96 HOURS
COACHING

73 INDIVIDUAL
COACHING

35 MEETINGS
147 FILLED SURVAYS

SCALED THEIR MEETINGS

90,5% OF THE EMPLOYEES HAVE BEEN CONTACTED
WITH THIS DEVELOPMENT PROCESS



OUR KEY LEARNINGS

STAND UP FOR YOURSELF

NO BEST SOLUTION

PREPARATION & CO-CREATION

MEASURE THE PROGRESS

GET IN TOUCH

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