



## **Business Lincolnshire Growth Hub - Manufacturing Transformation Programme**

### **Overview**

This new and fully funded programme of business support from the Business Lincolnshire Growth Hub is designed to help Lincolnshire & Rutland manufacturers recover from the impact of the Covid-19 restrictions, prepare for its future economic consequences and at the same time become more efficient and continue to grow and thrive.

The programme consists of an opportunity assessment with a Business Consultant to identify areas for business development or improvement, up to 9 months Business Coaching support to help make changes or implement improvements and the opportunity to take part is a variety of short targeted training workshops aimed at addressing specific business skills.

### **Benefits of the programme**

Focused support through Business Coaching is widely regarded as the fastest and most effective way to action meaningful positive change in a business, Business Coaches are all very experienced business people themselves and have a track records of achieving significant results in the businesses they work with. Working first with a consultant and then a coach we will help you identify opportunities in your business to improve efficiency, develop new business, innovate your business operations, products and service offerings.

Its times of change proactive businesses prosper, with this programme Business Lincolnshire aims to help you do just that, identify the opportunities you have and help you make them a reality.

### **Programme Content**

There are 3 elements of support with the Manufacturing Transformation Programme, opportunity analysis, business coaching and online workshops

#### **Opportunity Analysis**

The first stage of any coaching or consultancy project is to identify the nature and focus of the areas where opportunity to change or improve exist. You will do this through a discussion with a Business Consultant who, using 'discover questions', will examine different areas of your business with you to find out if the programme content and format can help and if so, how and where.

Following the discussion, the Business Consultant will prepare for you a short report feeding back the main points of the discussion and any conclusions or recommendations

#### **Business Coaching**

Following the outcomes of your Consultant discussion you will be allocated a Business Coach best suited to assist you with the actions in the report and whose experience most closely matches the activities of your business. You will then work with the coach to action the improvement or development choices you make and meet regularly with them over a period of up to 9 months to help review progress, resolve issues as they arise and if needed change plans as environmental circumstances change.

The expertise of coaches is both wide and varied with expertise in the following areas.



- Strategy and business planning,
- Innovation, New Product Development and Intellectual Property.
- Improving processes and productivity with techniques such as LEAN and Six-Sigma.
- Cost reduction and profit improvement.
- New Business & Market Development, Marketing and Sales.
- Employee skills and training.
- Human Resource issues including recruitment, onboarding of new staff and performance management.
- Finance, raising finance and financial control & planning.
- Operations management.

In most cases coaching is carried out by remote video conference, the exception to this is where a more 'hands on' approach is needed in areas such as process improvement or LEAN implementations that cannot be delivered properly without a visit to the business premises.

### **Business Transformation Workshops**

Throughout the programme a series of short online skills workshops will be held, these will specifically address subjects that help to develop and improve businesses and will give you the opportunity to work alongside other programme participants with a shared subject interest. Areas covered include.

- Improving Productivity – The tools and techniques to reduce costs, improve quality, reduce errors and speed up delivery.
- Innovation – How to think and act innovatively, the process, planning and actions.
- Transformation Strategy and Planning – Building strategies and plans that drive your business forward.
- Creating High Performance Work Teams – The structure, policies and practices that deliver exceptional work teams' performance.

### **Who is it for?**

This programme of support is for ambitious manufacturing businesses throughout Lincolnshire and Rutland. To qualify a business must have been operating for at least 1 year, have 5 or more employees with a turnover of at least £100,000 and be able to demonstrate a desire for growth.

There are a limited number of places available and acceptance of applications is at the discretion of the Programme Director. Preference will be also be given to rapidly growing or Scale Up businesses and those that are either already exporters or aspiring to become one.

### **How much does it cost?**

There is no charge for participation on the programme, which is fully funded by Business Lincolnshire Growth Hub, however participants will be expected to engage on the basis of being committed to engaging and completing within agreed timescales.