



CASESTUDY

# Using new perspectives to support culture change

**boundless**  
client

**guru**  
plan level

**94%**  
completion rate

# Boundless

– UK's largest membership organisation



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Ailsa Suttie, operations director implemented WeThrive in August 2016.

## The Challenge...

“ Following a large cultural transformation project we needed the ability to accurately measure engagement to support & develop our new culture.



Our goal was to give line managers the ability to hold meaningful and productive conversations with their teams. At a strategic level we needed clear, accurate data to inform us on the areas we needed to work on to improve our results.

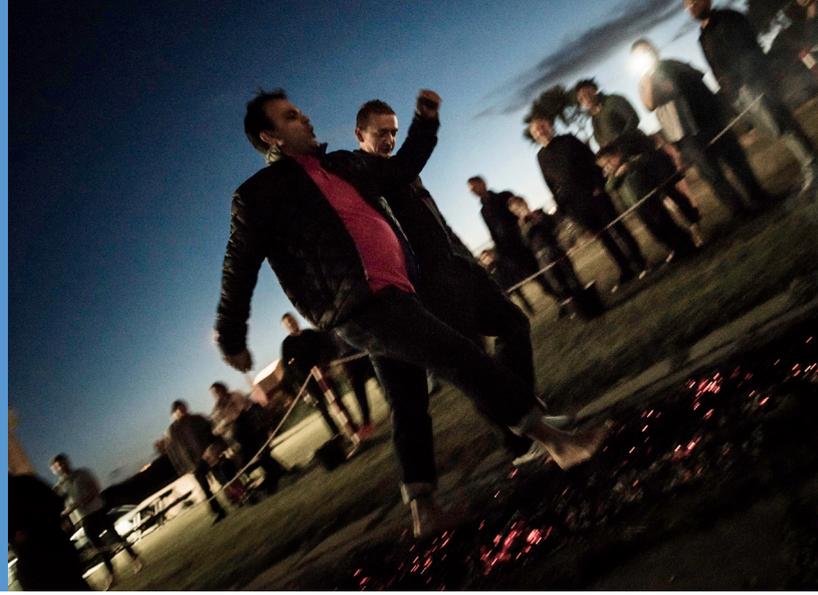
A key issue for us is that our people are spread across several sites geographically and we had instances where people felt disconnected. Historically it had been difficult for our HR business partners to get a clear picture of what was happening on the ground across the organisation.

Previously we used a bespoke survey tool based on the 6 strengths pillars which gave us a measurement on how we scored on those principles (respect, clarity, praise, strengths, growth & blockages). It was fine initially as we could work on generic areas but didn't give us individual insight.

We had looked around the market and were beginning to think about building our own - when I saw WT it was exactly what we needed right out of the box. Search over!

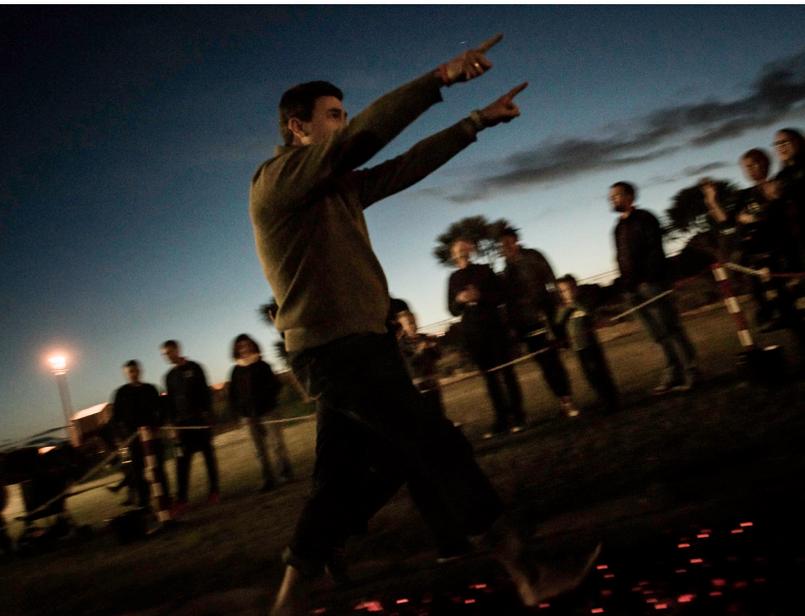
## The Results...

“ WeThrive has given us the ability to make people who felt disconnected more involved and to be able to give more honest feedback...



This data is enabling us to design specific interventions to address their needs and fears.

The outputs are helping us to shape and grow the capabilities of our exec and senior management team - leading to better performance and the ability to work in a more focused way – i.e. allowing space for strategic thinking.



## Quick wins

“ One of the great things was finding out that people at Whitmead (one of our remote sites) were actually really happy and that the source of their discontent was a feeling of disconnection from HQ in Brighton. This was something that we’ve been able to address quickly.

The other is the insight the system gives at all levels of the organisation. Our CEO has been surprised with some of the output from his Exec – some of the outputs verified what he already knew. Other data points are giving him food for thought and new areas to develop - so it has worked brilliantly at all levels of seniority.

# Working with WeThrive



“ The whole process of implementing WeThrive was so easy and painless. From the set up of our people to delivering the results the WeThrive team make everything effortless. From decision to results took just 3 weeks! Meaning we could get changes underway very quickly.

The support in how to read the results was brilliant, and has give us a whole new perspective on our people and what we thought we knew beforehand.

10/10 across the board – highly recommended!

## Happier People. Better results.



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