

Thomson Reuters: Leadership Development



Background

Thomson Reuters is the world's leading source of intelligent information for businesses and professionals.

Need

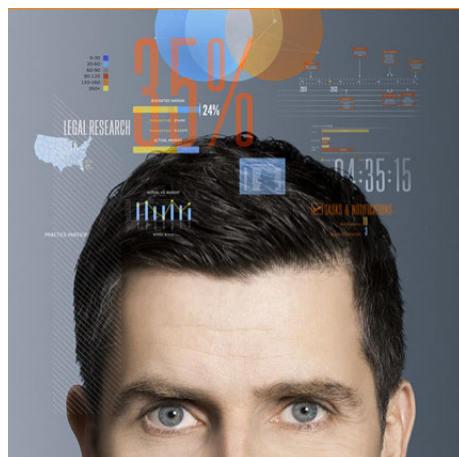
Thomson Reuters had recently appointed a new marketing team and sought assistance to empower to build relationships based on trust, to collaborate more effectively and to share learning and best practise with each other.

Our role

We designed an 18 month programme with a number of complementary components in order to assist the team with their development. This programme included weekly calls coaching the Chief Marketing Officer; monthly team meetings reviewing short term developments in performance and behaviours across the team. At these meetings we set the team challenges for the coming months and held separate quarterly team meetings to share business insights and strategy. Additionally we ran exercises to develop trust, collaboration and communication within the team.

Outcome

In addition to assisting with the establishment of a more constructive and cohesive team, we contributed to two key projects. Firstly the development and fine tuning of the Thomson Reuters' 'Big Bets' project that resulted in five out of 30 new initiatives being presented in the following financial year. Secondly the collaborative creation of a bespoke competency framework for the marketing division that focused on incorporating ideas that would move the marketing business from good to great.



'just add water was a true partner for me in my role at Thomson Reuters. Jeremy and the team approached every challenge with intelligence and a proactive mindset, delivering strategic and tactical interventions with equal success. They quickly understood the leadership dynamic and their passion and creativity never ceased to amaze'

Michelle Horowitz
Chief of Staff, Office of the CMO
Thomson Reuters