

- Global leaders in Pulp Supply
- 37,000+ employees
- Focus on innovation & sustainability

Dashboard Team Coaching



Suzano's new European division was adapting to the challenges triggered by a number of internal drivers and structural change. Their Extended Leadership Team needed to align, boost wellbeing to ensure high performance, and converge to create a real team spirit.

After using Dashboard Team alongside team coaching between August - September 2022, the team of 16 gained alignment around team purpose as well as key actions to build themselves as a high performing team.

The Problem

Suzano is a leader in Pulp Supply. With the ambition of shifting from international to truly global, Suzano's European team was tasked to quickly establish new ways of working to capitalise on market opportunities post-pandemic, post-merge, and following the relocation of their office. This Extended Leadership Team (ELT) needed to become high performing as soon as possible! As a forward-thinking organisation, embedding resilient leadership from day one was the aim.

They initiated the Dashboard Team solution with added team coaching for their ELT of 16 between August - September 2022.



What We Did

SEE IT



The Resilience Dynamic® Questionnaire helped individuals within the ELT to see their personal resilience level, and explore their own personal resilience drivers.

A team report unlocked insights around the team's aggregate resilience level, the ranges that they operate within, plus their strengths and opportunities as a collective.

UNDERSTAND IT



Through 1:1 debriefs with a coach, individuals within the team created action plans for their own resilience.

Team sessions kicked off with a deep dive into the team's opportunities for purpose and alignment.

OPTIMISE IT



The team unlocked the alignment between individual and team purpose and motivation, creating a real energy towards resilient leadership.

Results

"We had significant changes in our leadership team in Suzano Europe during the pandemic and on top, in 2022 we decided to relocate our office in the region into Vienna. This has brought important challenges and the urgent need to bring our group together, learn more about each other and accelerate the buildup of our team cohesion and culture. Jenny, Jules and all the team from The Resilience Dynamic were great partners to enable this. Their approach combines a deep individual assessment, capturing each one's uniqueness, with data and science to come out with clear information and KPI's on where our resilience stands, how it "swings" within the spectrum and our tendencies. One of the striking learnings for me were on what boosts and drains the team's energy, and how can we support each other when needed. Furthermore, this enabled us to boost the team spirit and end a very hectic 2022 in a much better shape than we started."

- Paulo Borges, Managing Director of Suzano Europe

Through analysis of their resilience data in the team coaching session, Suzano's ELT developed a clear resilience action plan, both for themselves at an individual level and as a healthy, high-performing leadership team.

Alignment around team purpose has enabled the ELT to move forward with clear next steps to optimise resilience and performance as a key aspect of their team culture.

Contact Us

Want to know more?

If you are interested in the Resilience Dynamic Dashboard® and Resilience Dynamic Coaching solutions for yourself, your team or organisation, book in a demo with us today to see how you can boost your resilience!

Get in touch with us via info@resilienceengine.com where one of our team will be able to discuss your needs with you.



DEMO