

Client Focus



In 2008, Stephen Carpenter, President of Enermodal Engineering Limited, demonstrated the insight to formally prepare his technically excellent team to lead the growing numbers of Enermodal staff.

Supported by Enermodal's Director of Human Resources, Chantal MacIntyre, and The Achievement Centre, the twelve-person Management team committed to meeting once a month to discuss principles of leadership. The Results-Centred Leadership™ (RCL) material was chosen for this purpose. This team took their growth one step further by measuring their initial baseline of success and quantifying their results after application. The Management team courageously engaged their staff through one-one coaching, 360 feedback surveys, which gauges individual leadership performance and the Corporate Climate Feedback™ survey to document collective results.

As the team hit their stride, they incorporated a customized version of Milestones 3.0 – Enermodal's Future to articulate the overarching Mission, Vision, Values and Goals that inspire excellence and support innovation at Enermodal. These guiding principles were unveiled at Enermodal's annual, company-wide Learning Conference.

Feedback on these activities has been favourable with efficiencies increased, expectations clarified and employee satisfaction verified. Below is a quote from one of the RCL participants:

“Before RCL, I was managing my team by the “seat of my pants” and relying on the advice of others as challenges arose. Now, having completed RCL, I have a clear understanding of how to set goals, focus my time and energy, and manage my direct reports with greater confidence. The format of the RCL training was ideal because it provided a regular forum for the management team to discuss various management topics as they related to our company and its inner workings. Carly O'Brien, The Achievement Centre, was a fantastic instructor and facilitator who kept our unique group of professionals motivated and focused on the issues being discussed.” Troy Greene, P.Eng., LEED® A.P. Project Principal, Green Buildings / Commissioning Agent

While working with The Achievement Centre, Enermodal has built, and moved in to, a new Headquarters, opened three new locations and installed an enhanced financial tracking system - events with the potential to throw off any workplace culture. At Enermodal, the company increased employee and client retention. With the strong, active and intentionally reflective leadership demonstrated by the Management team, Enermodal has succeeded in winning many awards including being listed by the Globe & Mail Greenest Employers 2010, for which they submitted the results of their Corporate Climate Feedback™. Technical knowledge, continuous improvement and a focus on people related skills are now integrated and deliberate parts of the culture at Enermodal Engineering Limited.

Enermodal Engineering is Canada's largest consulting firm exclusively dedicated to green buildings and communities. With a professional staff of over 100 green building specialists in Kitchener, Calgary, Edmonton, Denver, and Toronto, Enermodal is working on sustainability projects worth over \$5 billion. Since 1980, Enermodal has been an industry leader, pioneering some of the most innovative yet practical green buildings. They can be contacted via www.enermodal.com.



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