



Who's the client?

Experian is a global leader in providing information, analytical and marketing services to organisations and consumers to help manage the risk and reward of commercial and financial decisions. Experian employs around 15,500 people in 36 countries worldwide, supporting clients in more than 65 countries.

What did the client need?

With a rapidly evolving market place, a highly demanding set of clients and a number of recent acquisitions, the UK Managing Director needed support in his aims. These were to harness the passion and energy of both his management team and the wider leadership community, in pursuing ambitious growth objectives.

How did it work?

Commencing with a series of offsite strategic away days, the UK management team were challenged to consider the current opportunities and potential for future growth across all internal and external aspects of the business. This resulted in a clear set of strategic ambitions, which were then shared with the rest of the 120 People Leaders in the business at a one day event. At this event, the wider leadership community was engaged in the strategy and contributed to the building of an action plan around these ambitions. Subsequent events will track progress and maintain engagement.

What did Positive Momentum do?

- Designed and facilitated the UK management strategic away days
- Designed and facilitated the People Leaders workshops
- Delivered high level leadership material to inspire growth in this area
- Provided ongoing coaching and support to the senior Directors

What were the results?

Experian set themselves the goal of establishing within two months a clear vision, strategy and immediate action plan. They also wanted to establish a more inclusive way of working within the business in which their people had greater responsibility and freedom to deliver. Experian have achieved these targets through a series of workshops both with the Executive team and the wider leadership population. They now have concrete actions, timelines and clear responsibilities within an overall strategic framework.



What does the client say about Positive Momentum?

Positive Momentum has played a valuable role in coaching the new executive team and me in delivering these results and in how we work together. We are continuing to use them as we now move into the delivery phase of our plan. There is no doubt that there is momentum in the business.

Tiku Patel
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