



# Positive Momentum

energy engagement edge



## Case Study

Leadership Development

### Who's the client?

**Royal Bank of Scotland Invoice Finance (RBSIF)** is the UK market leader in the invoice finance based lending marketplace. The organisation is staffed by over 1200 employees serving the needs of several thousand clients and generating over £250m in annual income.



### What did the client need?

Despite their market leading position, the leadership of RBSIF continues to have significant ambitions for growth. They believe that highly effective people leadership across every area of the business is pivotal to realising these ambitions and therefore sought efficient and creative means of improving the skills of their 136 strong leadership team.

### How did it work?

Commencing with an off site away day with the senior team and a period of consultancy with a steering committee, Positive Momentum helped RBSIF to develop a core set of three leadership values on which the subsequent bespoke 360° surveys and training modules were then based.

### What did Positive Momentum do?

- 1 Designed and facilitated executive strategic away days.
- 2 Created and managed a bespoke 360° survey programme.
- 3 Designed and delivered a total of thirty day's of workshops to all leaders, split into three one day high impact, practical training sessions.
- 4 Delivered intensive leadership coaching on a one to one basis.

### What were the results?

Sue Saville, RBS Invoice Finance Chief Operating Officer, says "We wanted something that was practical with 'take-aways' that our leaders could relate to for use in their current roles, not a typical 'textbook' leadership course. Positive Momentum delivered just that. They worked with us from early design through to implementation. Their hands on approach and engagement with not only the team managing the project, but the wider team, ensured a quality product specifically for our business and our people. The modules were upbeat, energetic and very practical."

### What does the client say about Positive Momentum?

Feedback from all 120 attendees, both on the programme content and the way in which the events were delivered, has been, without exception, extremely positive. We are absolutely delighted with the response from our leadership team.

Positive Momentum understands us and the way in which we do things and that has made all the difference to the success of this programme.

**Martin Morrin**  
Managing Director  
RBS Invoice Finance



## No nonsense business expertise.

+44 (0) 1462 423 375

tellmore@positivemomentum.com

www.positivemomentum.com