

# Wells & Youngs

## Staff Morale Boosted During Organisational Change



**The Wells and Young's Brewing Company Ltd is a leading supplier of speciality beers in Britain, and one of the top three brewers of cask beer in the country. In 2006 London brewer Young's combined its brewing operations with Charles Wells of Bedford, to create a major new national force in the brewing industry.**

The new look company Wells and Young's was re-aligning its whole operation and going through momentous change. The companies were merging, targets were ramping up, new practices were required and new faces were appearing. This called for a consistent and cohesive style of leadership and management to deliver results fast.

Linac rapidly deployed its team to accurately assess the needs and develop a cutting-edge leadership and management development programme. It not only aligned the differing styles within the Wells and Young's to a single high impact model, but also delivered instant results direct to the bottom line.

The programme hit the ground running and was described as innovative, cutting-edge, engaging and results based. Programme design ensured that it slotted seamlessly into the organisational change agenda, and flexed to take account of the demanding operational constraints. The programme was supported by coaching and mentoring to guarantee robustness and sustainability of results.

Linac facilitators gained instant credibility and from the outset they were recognised for their deep understanding of the wider change programme and its challenges. Most importantly, they quickly grasped the culture and talked the 'the language of the organisation'.

The results speak for themselves, improved productivity, increased awareness and boosted staff morale. The Linac programme is now being rolled out to the wider business.





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...And here is the great feedback that we got!

*"Overall I have been extremely pleased with the whole process and the support we have received from Linac. We now have a comprehensive management and leadership program in place and the capability to deliver it in house. I would have no hesitation in recommending Linac to other companies in the drinks industry."*

**Nick Clarke**  
Head of Learning and Development, Wells and Youngs

Call Linac today to find out how we can help you to get the best out of your managers

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