

## Results-Driven Teams (RDT™) in a Multinational FMCG Organization

### Client Overview

A global leader in personal care products, the client is a multinational FMCG organization with a strong presence across multiple regions. Despite consistent market success, internal challenges such as low team productivity, siloed operations, and misaligned goals hindered their ability to execute strategic initiatives effectively.

### Challenges Identified

- 1. Fragmented Team Collaboration**  
Teams struggled to collaborate across departments, leading to fractured communication, trust deficits, and inefficiencies.
- 2. Low Productivity**  
Misalignment between individual, team, and organizational goals created operational roadblocks, causing stalled projects and unmet deadlines.
- 3. Resistance to Change**  
Hesitance in adopting new collaboration methods exacerbated existing silos and widened communication gaps.
- 4. Lack of Strategic Focus**  
An absence of a robust performance framework caused a focus on outputs rather than outcomes, diluting clarity around business goals.

### The RDT™ Approach

To address these issues, **Results-Driven Teams (RDT™)** was implemented through a structured three-day intervention leveraging three key pillars:

- **Team Confidence Report (TCR™)** for diagnostics.
- **DISC Assessments** for trust and communication.
- **OKRs** for strategic alignment and execution excellence.

## Day 1: Team Health Assessment (TCR™)

**Objective:** Diagnose the team's health across trust, communication, and alignment dimensions.

- Conducted the **Team Confidence Report (TCR™)** to evaluate strengths and pinpoint improvement areas.
- Delivered findings in actionable formats, highlighting gaps in trust and communication.
- Facilitated deep-dive discussions to prioritize focus areas and identify quick-win strategies.

## Day 2: Building Trust & Communication with DISC

**Objective:** Foster collaboration and mutual respect by understanding individual and team behavioral patterns.

- Shared **DISC Reports** at individual and team levels to identify behavioral strengths, challenges, and preferences.
- Conducted interactive activities, including:
  - a. **Pair-share discussions** to explore behavioral adaptations.
  - b. **Role-play exercises** for conflict resolution and open dialogue.
- Result: A deeper sense of mutual respect, trust, and effective communication emerged, forming the foundation for stronger collaboration.

## Day 3: Driving Alignment with OKRs

**Objective:** Align teams around shared goals and build an execution cadence for sustained success.

- Introduced the **OKR Framework** to define aspirational objectives and measurable outcomes.
- Facilitated alignment sessions to:
  - c. Co-create 1-2 high-impact **Objectives**.
  - d. Develop 3-4 measurable **Key Results** with clear ownership.
- Presented a tailored **OKR Cadence Review Plan** for ongoing alignment and progress monitoring.

## Post-Workshop Sustainability

To ensure long-term impact, monthly **OKR Cadence Reviews** were conducted:

1. **Month 1:** Early progress tracking and roadblock resolution.
2. **Month 2:** Mid-cycle reflection and strategic adjustments.
3. **Month 3:** Celebration of achievements, insights, and preparation for the next cycle.

## Results Delivered

1. **Improved Trust and Communication**  
Teams developed mutual respect and clarity, resulting in open, honest communication and improved collaboration.
2. **Enhanced Productivity**  
Alignment on OKRs allowed teams to focus on outcomes, reducing redundancies and optimizing execution.
3. **Strategic Alignment**  
Insights from TCR™ and OKRs ensured every team member contributed to overarching business goals with clarity and accountability.
4. **Cultural Transformation**  
The adoption of DISC and OKR frameworks fostered a culture of collaboration, accountability, and continuous improvement.

## Why Choose RDT™ for Your Teams?

**Results-Driven Teams (RDT™)** isn't just about addressing immediate challenges—it transforms teams into cohesive, high-performing units capable of thriving in today's complex business environment. By diagnosing key issues, fostering trust and communication, and aligning teams with strategic goals, RDT™ ensures measurable and sustainable results.

## Ready to transform your teams into agile, results-driven powerhouses?

[Contact us today](#) to learn how RDT™ can help your organization achieve its strategic goals and foster a culture of high performance.