



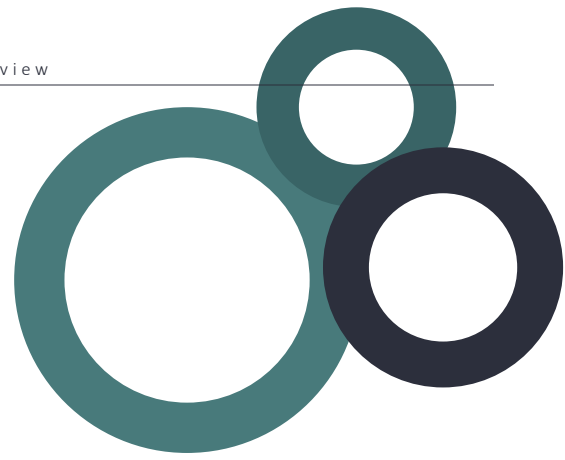
thyssenkrupp & Bloombase PARTNERSHIP REVIEW

thyssenkrupp and Bloombase began a partnership together. After being in hard spaces of growth, individuals, teams and the system transformed.

www.thisisbloombase.com



The Investment



thyssenkrupp Presta invested time, money and commitment in its leaders as an essential part of this transformative process.



Time and financial commitment from top leadership



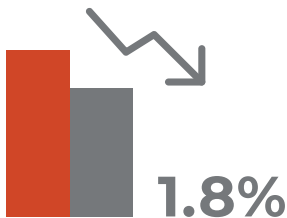
51 leaders throughout all levels directly impacted



Estimated 8 hr monthly time investment per leader

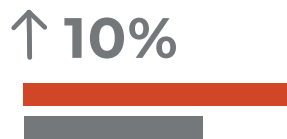
The Impact

The impact of this commitment shows up in thyssenkrupp Presta's everyday work. Our work together went beyond symptoms to identify the root cause of challenges. We not only achieved KPIs, we went beyond those to a record-setting performance year.



Operational costs

Leadership development and increased teamwork contributed to a reduction of 1.8% in operational costs.



Production line performance

Production line performance increased by 10% overall while achieving the lowest scrap target in history.

The Bloombase Approach



- Individual**

Our work is rooted in the individual level of growth and development. It integrates into both the team and system levels. For thyssenkrupp Presta, this began with executive coaching as the foundation.
- Team**

The team level took multiple forms for thyssenkrupp Presta. From senior management and supervisor levels to functional teams, learning and development was integrated across the organization.
- System**

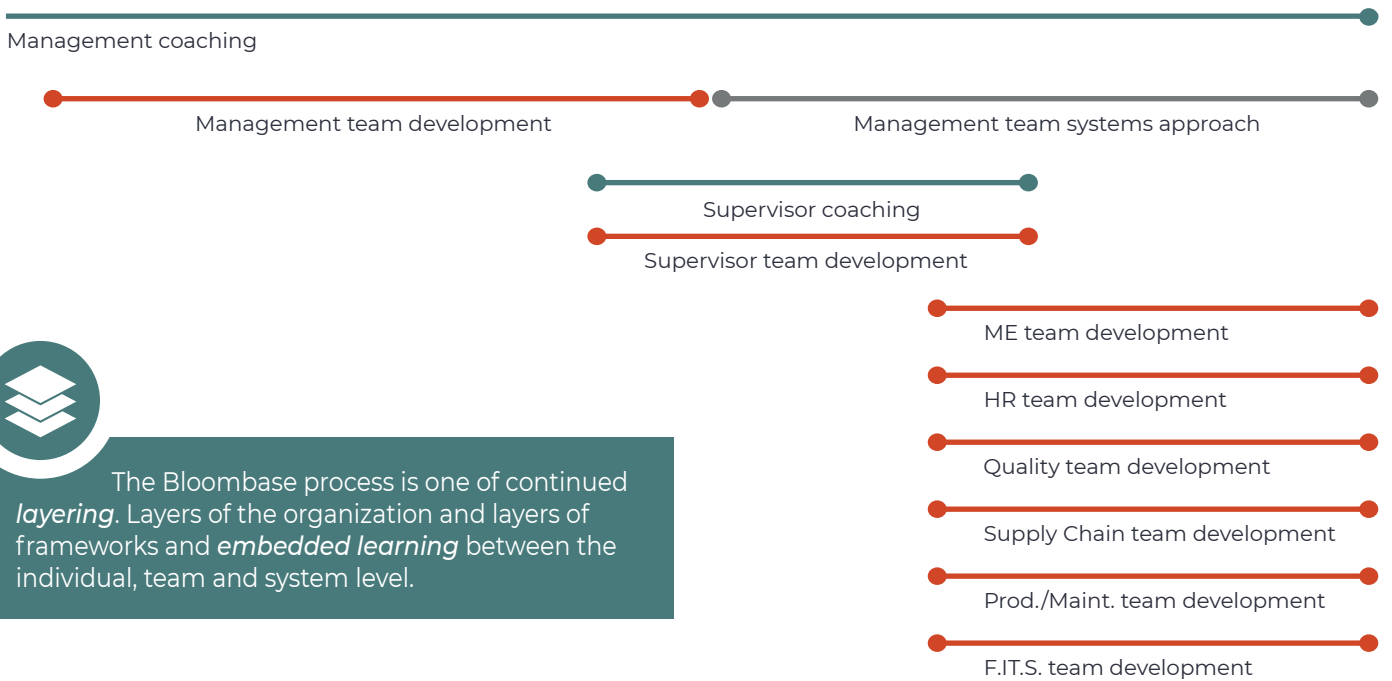
To ensure this work is sustainable and that progress continues long after the Bloombase team has disengaged, we anchor new behaviors and learnings in the organizational system.



This is not a linear model. At any point in time, we oscillate between these three levels. Our work continually shifted based on where the team or a leader was at any given moment in the process.

Year 1

Year 3

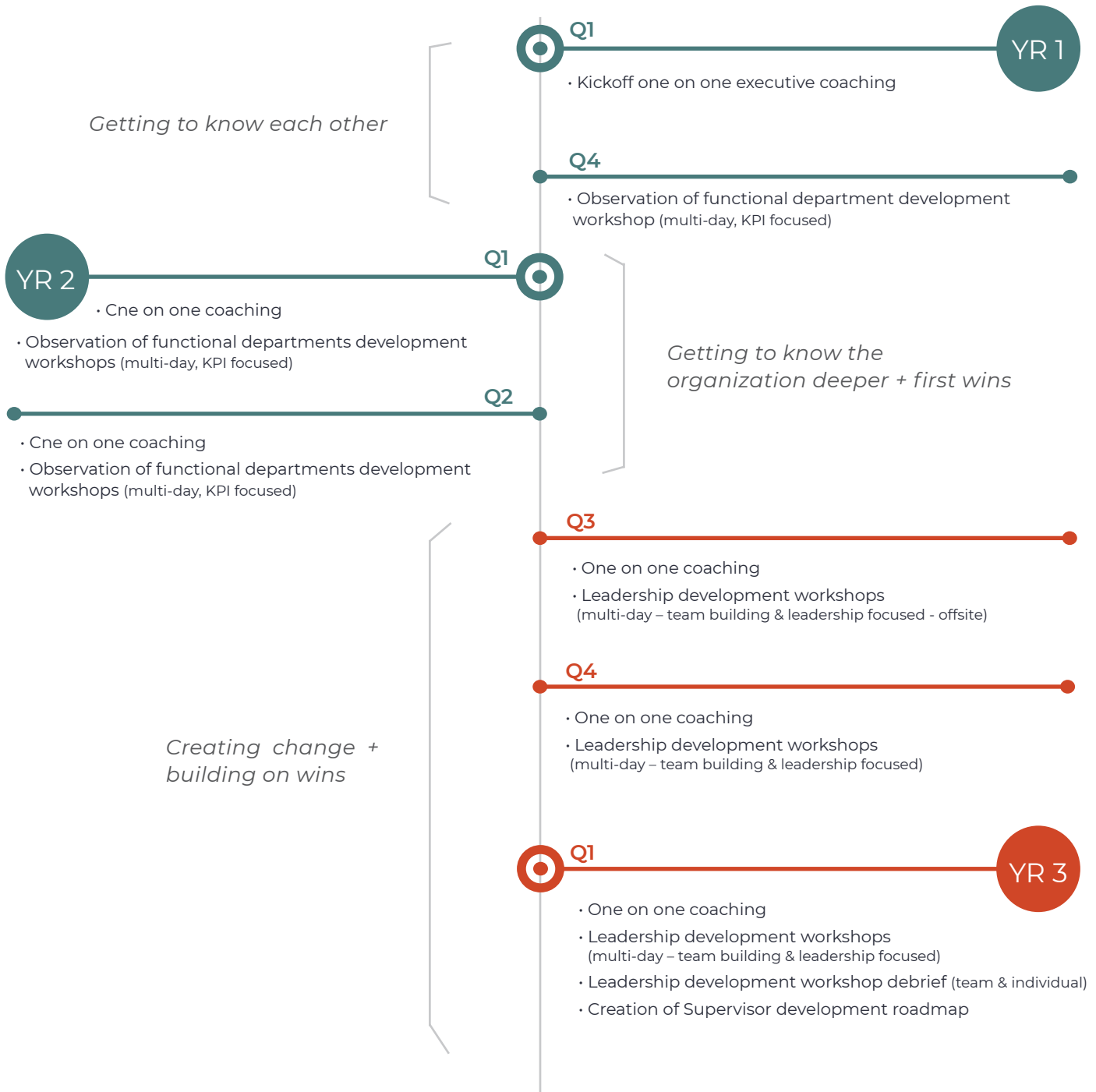


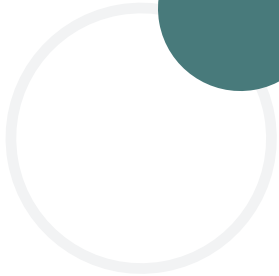
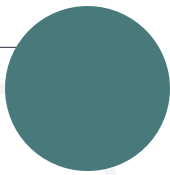
The Bloombase process is one of continued *layering*. Layers of the organization and layers of frameworks and *embedded learning* between the individual, team and system level.



The tk Journey

- Individual
- Team
- System





Q2

- One on one coaching
- Kickoff – Supervisor leadership development workshops and monthly development meetings (multi-day, team building & leadership focused)
- Leadership development workshops (multi-day – team building & leadership focused)

Q3

- One on one coaching
- Leadership development workshops and monthly development meetings (multi-day, team building & leadership focused)
- Supervisor leadership development workshops and monthly development meetings (multi-day, team building and leadership focused)
- Functional departments development workshops (multi-day, team building and leadership focused)

Q4

- One on one coaching
- Leadership monthly development meetings (team building and leadership focused)
- Supervisor leadership development workshops and monthly development meetings (multi-day, team building and leadership focused)
- Functional departments development workshops (multi-day, team building and leadership focused)

Creating System-Wide and Multi-Level Impact
“KPIs go green”

*Building the Future,
 Anchoring the Change*

Q1

YR 4

- One on one coaching
- Leadership team development next steps (team building and leadership focused)
- Creation of systems level roadmap for all leadership levels
- Supervisor leadership development workshops (multi-day, team building and leadership focused)
- Functional departments development workshops (multi-day, team building and leadership focused)

Q2

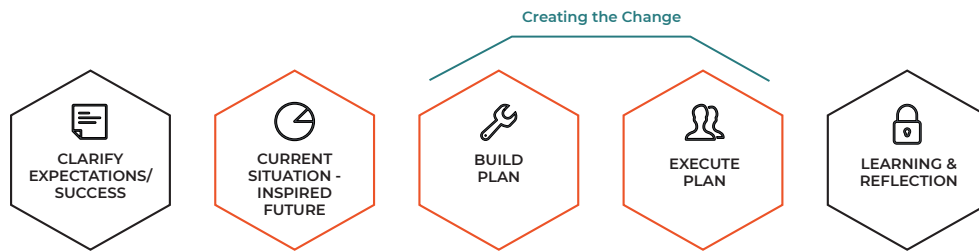
- One on one coaching
- Functional department development workshop (team building and leadership focused)
- Kickoff systems level roadmap for all leadership levels

Q3

- One on one coaching
- Integrated leadership development workshop (Leadership & Supervisors)
- Team level day (team building and leadership focused)

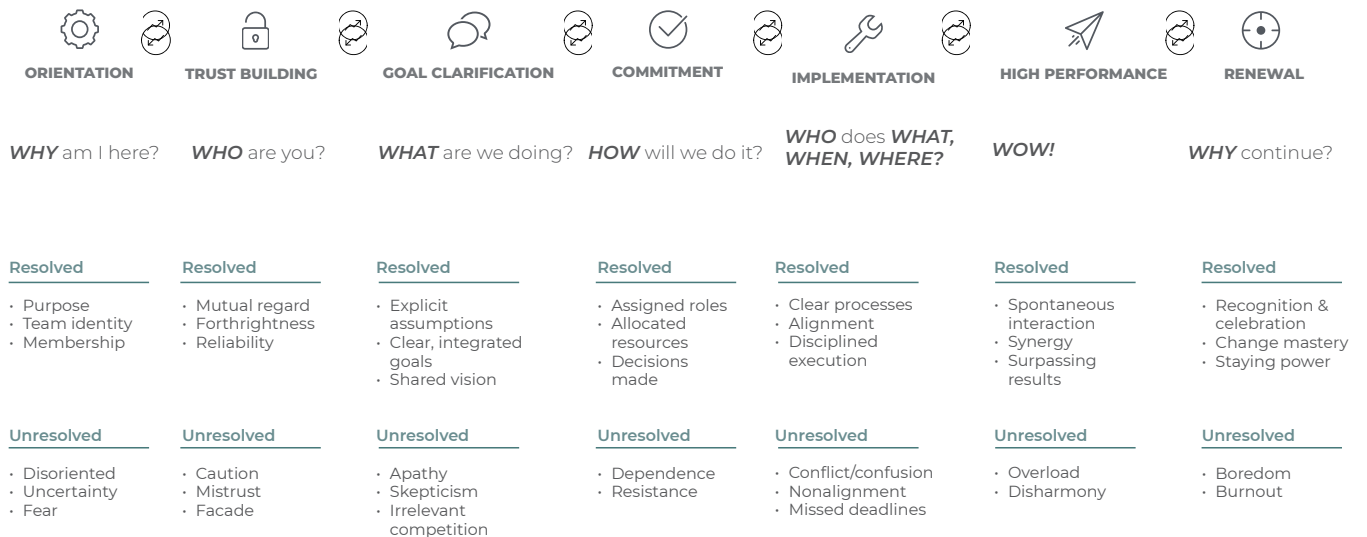
Research & Methodologies

The Leader as Coach Process Based on Hudson Coaching Methodology



©The Hudson Institute of Santa Barbara

Drexler/Sibbet Team Performance™ Model



About Bloombase

Groundmaking for growth



Bloombase is a catalyst for meaningful, transformative development that creates positive, sustainable impact.

Based in Indiana, Bloombase diagnoses, designs, develops and delivers custom experiences that focus on developing the individual, the team and the organization.

Bloombase is not a training firm. It is an intentionally nimble team of development ninjas who focus deliberately and deeply on select client engagements each year, resulting in transformation and measurable impact. The return on investment that clients gain from our customized experiences ranges from positive step changes in their key performance indicators (KPIs), increased retention, increased engagement, bench strength of leadership team that leads to impactful succession transitions, deep change in the well-being and performance of participants, and inclusive cultures that encourage participants to engage and grow.

We believe that leadership is a practice of continually evolving yourself. We treat clients as whole people who are able to take accountability for finding the potential in themselves, others, contexts, and processes, and who have the courage and commitment to discover that potential.

Our work is done at three levels.



The Bloombase approach to development and transformation includes:

- Customized experiential learning as a pathway to deep personal development, anchored in evidence-based research
- Creating an environment of trust that allows people to take risks and experiment with new ways of being and engaging, in real time
- Building a community that supports ongoing growth
- Fostering reciprocal relationships grounded in a commitment to each other's well-being and development through accountability
- Igniting curiosity that fuels courageous choices
- Believing in you to do your most important work



Andy Volkl

General Manager & Chief Operating Officer
thyssenkrupp Presta
andy.volkl@thyssenkrupp.com

“At the start of the leadership journey, we did not anticipate the impact it would have on our organization. In fact, it was uncomfortable at the beginning as it focused solely on the person. It was therefore important to give people the space to acclimate themselves.

Today, it has been the most impactful investment in our organization thus far. Our communication, our drive to support each other and most importantly the focus on our employees is higher than ever before. I would highly recommend this leadership journey to any organization.”



Sheri Fella

Founder & CEO
Bloombase
sheri@thisisbloombase.com

“When leaders and teams embark on transformational journeys, they have to be ready. Ready for the commitment, the courage, and the hard work that is required. Stepping into this space isn't like training - there is no place to hide or 'phone it in.' Stepping into this space means you believe in learning, you believe in each other, and you believe that together you can make massive changes.

tk Presta was a role model for that every step of the way - especially when the challenges came. From cost reductions, to supply chain tariffs, to pandemics - they used what they invested to navigate these challenges in ways that increased collaboration and innovation. Their results speak for themselves in their ROI and KPI's across the board. It has been such an honor to be on this journey with them.

When your team is ready to take the next step in your transformation, I look forward to exploring with you.”

