

TRELLEBORG / ENGINEERING

Connecting leadership development with a shared direction

Work with Trelleborg's senior leadership team helped clarify and communicate the organisation's values, vision and mission. The project then moved into leadership development through the Compass programme.

The situation

The project focused on giving leaders a clearer shared foundation for communication and decision-making. It connected the direction of the business with the way leaders listened, challenged and responded to one another.

What we did

The work supported senior leaders in shaping and communicating their own values, vision and mission. This was followed by completion of the Compass programme, which focused on understanding different leadership styles and improving communication, listening and responses to opposing views.

What changed

The homepage project summary reports clearer direction, stronger leadership communication and a better understanding of how to listen, challenge and respond constructively. These are qualitative outcomes from the published project account. It does not provide participant numbers, assessment scores, financial results or a measured productivity change.

The follow-through

The practical challenge was to connect stated values with everyday leadership behaviour. The next step identified in the source was to embed those values and behaviours across the wider business; the source does not establish that this wider rollout had been completed.

This was learning and development work. It is not presented as an EPL Hub software project.

Source: the three Trelleborg project images displayed on the Employee Passport homepage, reviewed on 25 September 2026. The case study is based on that published summary rather than a separate detailed evaluation report.

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