



By understanding that every team is as unique as each person, Utech delivered team building experiences that were tailored specifically for Tweet/Garot. No “off-the-shelf” content. What differentiates Utech from the others is the emphasis on coaching leaders to become self-sufficient team building experts. The professional and caring people Utech assigned to our team seemed like part of our team by the end of the first visit.”

Ray Withbroe | **Former President,**
Tweet/Garot Mechanical

ABOUT THE UTECH GROUP

With more than 30 years of experience, we are proven experts in change management, organizational development and leadership training. We create change through our training options, leadership and team development programs and customized organizational development. Hundreds of organizations, throughout the United States and Canada, have benefited from our customized approach.



920.983.0707
1537 American Court
De Pere, WI 54115
utechod.com

CASE STUDY

TWEET/GAROT MECHANICAL

SITUATION

Tweet/Garot Mechanical is a family-owned mechanical contracting business. The Utech Group worked with Tweet/Garot on several aspects of their succession plan and organizational culture.

OBJECTIVE

- Gain an understanding of Tweet/Garot’s leadership strengths and growth areas
- Understand the interactions that were occurring between people and how they align with their new CEO
- Develop a new structure for the organization that supported the new CEO’s vision

SUMMARY OF WORK

- Assessed the current leadership in their organization
- Utilize the Value Drive Continuum (VDC), an assessment tool, for team development
- Key members of the Executive Team attended the Utech Leadership Collective to further develop their skills as leaders
- Developed a leadership development plan in conjunction with their President, CEO and COO
- Walked the team through a Start/Stop/Continue development process
- Training workshops for Project Managers and Foremen

RESULTS

- Created a common language throughout the organization
- Tools and strategies to enhance the leadership team
- Development for the next level of leaders and influencers in the organization
- Built a high performing leadership team that is built upon supporting each other and the organization

