



**GET KNOWLEDGE**



**YorkshireWater**

## A Picture Paints The Vision For 160 People

**Patrick Hargreaves: Yorkshire Water**

We were combining some service teams into a larger department – we were very clear on what they did but not why? We'd also recently delivered a new corporate vision and purpose. Furthermore we knew we had to change.

So after developing our purpose it was clear that with all this change and new corporate aspirations things could get confusing.

It's at this point we spoke with Jason and he suggested a vision and a picture – cocreated with all 160 people in our team....which would knit everything together....and this is where the journey really began!

We'd done some really good work with Jason on developing our teams. Get Knowledge stand out from the pack as they're so in touch with the front line and senior level leadership. They always show a deep level of empathy, are utterly professional and passionate about what they do – they constantly seek to educate.

Developing the vision with Jason was an obvious next step for us – he'd gone out of his way to understand our needs and ambitions.

We now have a reference point – a brilliant metaphor – which guides all our conversations and language. The exercise pulls all of the teams at all levels together round a central and shared vision- this helps develop trust and cooperation.

I would use them again because they deliver, they've helped us develop and we really like them.



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