

HHRR

The **3** things which our clients most ask us

1



Cultural and business transformation



Lets us start with the objective of the business. **Culture and business** are two sides of the same coin. We mobilise a lot of people in a short time and so the **transformation** arrives to stay. We make sure it acts directly on the **DNA**, on what each organization repeats on a daily basis.

2



Intermediate management, is the real motor



We **transform** simultaneously the leadership of all **the intermediate management and their individual contributors**. Creating at the same time **transversal** movement and generating a high capacity of **execution** of the system as a whole.

3



You can always start with a team



Our methodology adapts from one person to the whole system. A team that is moving, energized and aligned, has a **multiplier effect** on the organization.

madavi

aligns strengths towards aspirations
in the sense of opportunities

We act on culture and business at the same time



This video will allow you to see new possibilities for your organization

Our approach



Why our clients want to be our clients?

What our clients tell us

Why madavi?

Because it is for everyone

We activate the energy and talent of everyone.

We give impulse and boost complete commercial teams, for example 600 persons in 6 weeks.

Because it is fast

We act simultaneously and the collective action guarantees speed in achieving results.

Because we use collective intelligence

We use the strengths of the whole system. Between all of us we know it all.

Because it is versatile

We have the capacity of doing it online or face-to-face.

Clients

who have trusted in us



"**Madavi** facilitated a way of working towards a model based on self-responsibility, collaborative leadership, the simplification of processes and the inter-relationship between departments. The hope and the action plans which came out of the Summit have continued to exist over time and have gone out even further."

Beatriz Malpartida
People Development Lead | Schweppes Suntory Iberia



"The work carried out with **Madavi** has meant a change in the way of seeing things. Two changes of paradigm: abundance and simultaneity. And as a result of both of these, collective intelligence: 'between all of us we know it all'. Valuing what we all know is undoubtedly a third leg which has helped us to start changing and evolving towards that process of cultural transformation, which is not a process of one or two days but rather a process which will probably last several years."

Jose Guillermo Diaz Montañés
CEO | Artiem Hotels



"The confidence and autonomy to take decisions that we have transmitted to our employees in the shops has been one of the keys a new way of relating with and looking at our clients."

Josu Madariaga
Director of Customer Experience Department | Eroski



"At this moment the session with **Madavi** with Fernando and Coe has been a breath of fresh air. I would like to highlight 2 aspects:

- 1 You can work online in an agile and fun way. Indeed, the fact that it was online became an anecdote because the platform used was even more interactive than when we do dynamics in rooms or workshops.
- 2 The objective we sought was achieved: to align the whole organization to look for what is positive and multiply collective action. In the words of one participant: "a shot of energy"

David Nuñez Rodriguez
Regional Vice President | Salesforce



"A key part of the process has been to count with the direct implication of a representation of our principal spokesmen both internally (local innovation teams, quality control, engineering and operations fundamentally), and externally (suppliers of ingredients, of engineering...)"

Elena Vela Roca
Innovation Director at SITEX | Danone



"The energy is surprising and the confidence with which the MADAVI team transmits its positivity, its philosophy of "bringing out the best" in each person, group or company to enhance its strengths and overcome its limiting fears in situations of profound change.

Results:

- 82,35% general satisfaction level.
- Average 4,12/5 value the session has contributed towards the commercial function.
- Average 4,29/5 liked the online methodology."

Paz Barroso
Barroso Internal Communication & Learning Manager | Macmillan Iberia

