

# CASE STUDY

## Kimal

### About Kimal

Kimal is an innovative and trusted manufacturer and supplier of specialised procedure packs and vascular access devices to hospitals across the world. Kimal strives to continuously improve in all aspects of the products and service they give to their worldwide customer base.

Kimal manufacture over 1 million procedure packs every year in their four 'Class 8' clean rooms using their extensive range of qualified medical grade components and considerable experience with assembly processes and test equipment.

Vastec, their dedicated research and development team, is based at their Bromsgrove facility where they have invested in a state-of-the-art innovation centre. Opened in 2015, this facility allows them to develop their future products and continue to improve patient outcomes.

### Organisational Challenge

Kimal has a large Levy pot and is determined to spend all outstanding monies. They have developed a strategic partnership with Acumen Coaching to develop and upskill all team leaders and middle management to gain an ILM Level 3 Diploma.

This alongside their plan for continual professional development has ensured all managers are able to receive this opportunity. The main challenge Kimal faced was trying to find a provider that

could be flexible in delivering a solution to shift managers. Acumen Coaching delivers Leadership and Management programmes one-to-one entirely in the workplace. Acumen Coaching has assigned a management Coach to deliver the ILM Level 3 one-to-one at a time suitable to the varying shift patterns of staff which minimises disruption in the workplace.

### Our Solution

Kimal's managers say that they have developed many new skills as a result of the coaching they receive such as the ability to obtain and reflect positively on constructive feedback, more confidence around having difficult conversations with staff, and learning to delegate and develop their team. They also feel that they have developed skills in reflecting on the reasons for strategic business decisions.

### The Result

*"Really enjoying the programme, workshops are working well, continual appointments mean the delivery and set expectations to Kimal are always met".*

**Cathy Bennett**

