

CASE:

Harco

LSP helped Harco manage the threats of success



Sometimes too much good luck can be the worst thing that could happen to your business. Harco Technology, a Belfast-based financial software company was close to experiencing just that.

They had developed a product that could save brokers millions of dollars annually on data purchase. With such a breakthrough came growth which strained lines of communication and internal cohesion. Developers and Sales Associates - two of the most important pieces to any tech company - began to form their own varying understandings of the business and the resulting diverging organizational structure nearly resulted in a crisis.

Harco understood the need for a consulting tool stronger than most others, and as part of a collaboration with the local government's economic development organization, Invest Northern Ireland, Harco engaged in their Strategic Excellence Service. Both Harco and Invest NI reached a conclusion - LEGO SERIOUS PLAY was the right tool for managing the upcoming strategic issues of growth and organizational development.

During a number of sessions with two pivotal LSP workshops, the collaborative efforts paid-off as Harco managed to engage the whole organization in the direction of the company and develop a potent strategy for their high tech offering. Their high expectations were only surpassed by the results yielded by LSP.

"I (and the rest of the management team) have found the program to be extremely useful. As a result of the sessions, we have already made several key changes to our operating structure that are bringing improvements in performance for Harco," says CEO Stuart Harvey. "I would recommend the technique to any growing company trying to understand its strengths/weaknesses and making decisions about how to grow."

Harco managed its growth successfully. Its technology is now used on over seventy trading floors worldwide while their client portfolio includes seven of the world's top ten investment banks.

- Workshop delivered by LSP partner THE INSIGHT FACTORY, United Kingdom