



National leadership and learning manager for Rabobank New Zealand, Steve Symonds came to IMNZ looking for a customised version of our Elevate programme for mid-level managers from across New Zealand.



**Rabobank**

#### WHAT WAS RABOBANK LOOKING TO ACHIEVE?

His goals? Steve wanted to ensure Rabobank's leaders would be:

- Equipped with the tools to lead teams successfully.
- United across standards for leaders throughout the business.
- Team bonding & culture building.

The experience went so well that Steve and his team have already committed to another round of Elevate as well as exploring some future options for use across the business.

"I've developed a very positive working relationship with IMNZ, it's so refreshing to have a team of professionals that aren't only accessible but willing to talk through problems with me without pedalling a solution," explains Steve.

"When I'm on the phone with Lisa or Brian (two of our IMNZ contacts), I never feel like I'm being sold to, it feels like they're genuinely trying to help me find the best outcomes for my team."

#### WHY DID THEY CHOOSE TO PARTNER WITH IMNZ?

Having worked with different training institutes in the past, Steve has really enjoyed how adaptable IMNZ is in comparison. Other companies offered Steve and his team fixed options and, while this may work for some businesses, it's not what his team was looking for.

"IMNZ isn't just adaptable but creative in their approach to learning. When we reached out to them about the Elevate program, we wanted to modify it for our emerging leaders, we needed to add in some specific analysis and we were looking for advice on how to merge all of this," says Steve.

"They really helped us begin to marry who we know we are with who we want to be. Their learning solutions aren't only effective, they're highly adaptable to your individual organisational needs, which has been a big advantage."

#### HOW HAS TRAINING WITH IMNZ IMPACTED YOUR ORGANISATION?

Through his working relationship with IMNZ, Steve and his team recognised that training their leaders would have a profound effect on the rest of the business - it trickled downwards to the rest of their people. He's excited to see how these new skills impact his entire organisation for the better.

**Ready to take  
your organisation's  
learning and  
development to  
the next level?**

Call us on **09 303 9100** or  
visit **[www.imnz.co.nz](http://www.imnz.co.nz)**.