



CATALYST  
CONSTELLATIONS  
ORGANIZATIONS

# Case Study: How a technology provider ignited a continuous improvement culture

**Carya Group uncovered and activated their high-potentials with the Catalyst Program**

## Overview

A preferred partner in the constantly changing and demanding automotive industry, Carya Group is the all-in-one ICT partner for car manufacturers across Europe.

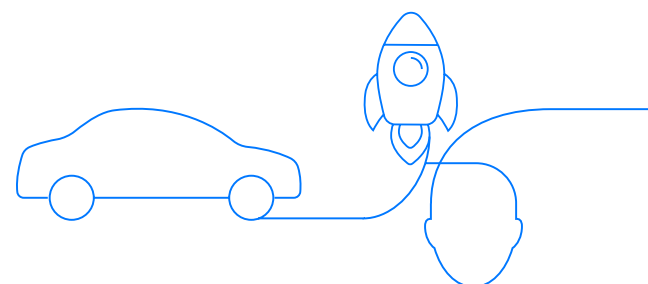
Carya Group's business and culture are very customer focused. Carya is high-performing organization with a forward-thinking team structure, but the company lacked clarity about how to identify and tackle cross-silo opportunities and challenges.

Carya's CEO, Patrick Vanbrabandt, wanted to create an organization where more employees felt empowered, not only to bring new ideas to leadership, but to take initiative and act on those ideas to better the company. He also knew they needed a way to identify and retain problem-solving action-oriented top talent — especially overlooked high-impact employees.

Through the [Catalyst Constellations Program](#), Carya became an organization where more employees felt empowered, not only to bring new ideas to leadership, but to take initiative and act on those ideas. They drove meaningful business outcomes that improved their customer satisfaction and employee experience. Carya ignited a culture of continuous improvement.

**“You can talk about innovation all you want, but it doesn’t make it happen. You need to identify and empower your high potential changemakers. The projects they delivered decimated the investment.”**

PATRICK VANBRABANDT, CHIEF  
EXECUTIVE OFFICER, CARYA



# Program Approach

- Identified and trained high-potential creative problem solvers across the organization, including some hidden top talent.
- Developed organizational capabilities for continuous improvement and innovation by empowering action-oriented problem solvers and connecting them to leadership.
- Identified and implemented new strategic business opportunities aligned to the corporate strategy.

Over a six-month period using our five-phase Catalyst Program process, we tailored the curriculum and structure to speak specifically to Carya's needs and goals, keeping in mind the CEO's vision of increased transformational thinking and doing.

Embracing Carya's culture of self-managed teams, leadership opened the Catalyst Program to all employees. This raised the level of performance and creativity throughout the organization, rather than creating a team of isolated superstars.

## Results



**100%**

Said that they are more likely to recommend Carya  
BE TOP EMPLOYER



**31**

New ideas in support of OKRs  
INDUSTRY LEADING INNOVATION



**4**

Game-changing projects completed  
STREAMLINED PROCESSES  
FOR CUSTOMERS

## Conclusion

The Catalyst Program participants were empowered to make positive change across the company. Because of the cross-silo collaboration, participants spotted the most pressing organizational issues.

One big surprise here was the number of unidentified change-makers within the organization. Employees that nobody ever considered as being particularly "high-impact" – were. The executive sponsors were blown away.

As a result Carya's leadership has started to expand how they create change across the entire organization.

## About us

Catalyst Constellations helps you find and engage your stellar problem solvers. We envision a world where companies attract and retain top talent by being on the list of 100 Best Places to Work for Catalysts. Contact us to explore how you can super-charge your company's ability to not just survive complexity and change, but thrive in it.



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