



From routine to remarkable: **A consultant's six-year journey at Kronos Group**

In this case study, we delve into the journey of a seasoned consultant who joined Kronos Group nearly six years ago. We explore their motivations, significant achievements, client value creation strategies, and experiences with the company's culture.

EMBRACING NEW CHALLENGES: The path to joining Kronos Group



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"I joined Kronos Group almost six years ago when I was looking for new challenges that would take me out of routine tasks. A challenge that Kronos Group was indeed able to offer me, through its diversity of assignments, customers, and industries."

Before joining Kronos Group, Tony Lagomanzini enjoyed a robust career but felt confined by routine tasks and sought new challenges to broaden their professional horizons. Recognising that 84% of companies agree that fostering a learning culture leads to a more resilient organisation and a better workplace culture, he aimed to engage in diverse assignments across various industries to expand their expertise and drive their career growth.

With 76% of employees actively seeking opportunities to advance their careers, Tony found Kronos Group to be the perfect fit when he joined six years ago. The promise of diverse assignments and the chance to work with a wide range of customers and industries drew him in. This variety not only offered new challenges but also allowed Tony to break free from routine tasks, resulting in more dynamic and impactful work.



CONTRIBUTING TO CRISIS MANAGEMENT: Securing PPE for Belgium during the COVID-19 crisis



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"All assignments are important, and as long as our customers are satisfied, it is a successful assignment. But if I had to choose one, I was able to contribute to helping Belgium in its PPE supply research during the Covid-19 crisis back in 2020."

During the COVID-19 crisis in 2020, securing personal protective equipment (PPE) became a critical task for many countries. Belgium, like many others, faced significant challenges in sourcing sufficient PPE to protect healthcare workers and citizens. This urgent need for PPE required swift and effective action to ensure the safety and health of the population.

Amidst this crisis, Tony took on a pivotal role in Belgium's PPE supply research. Tasked with identifying and securing reliable sources of PPE, they faced numerous challenges, including navigating a volatile global market, ensuring the quality and compliance of supplies, and managing logistics under tight deadlines.

Leveraging their expertise and strategic thinking, Tony employed several strategies to overcome these obstacles. They conducted thorough market research, built relationships with reputable suppliers, and coordinated with various stakeholders to streamline the procurement process. Their proactive approach and attention to detail were instrumental in successfully securing the necessary PPE for Belgium.



LASTING IMPACT AND PROFESSIONAL GROWTH:

Navigating the PPE supply challenge

Amidst the challenging circumstances of the pandemic, Tony's efforts not only safeguarded healthcare workers and citizens but also demonstrated their ability to excel under pressure and achieve success in a high-stakes setting

Notably, 85% of employees report greater job satisfaction when they believe their work is meaningful and contributes positively to the company or society. This project was a prime example of such meaningful work, underscoring Tony's role in delivering crucial results during a global crisis.

This project yielded significant results as Belgium successfully procured essential personal protective equipment to protect the well-being of its healthcare personnel and citizens, effectively demonstrating Tony's impact on advancing public health. Furthermore, this endeavour showcased Tony's skills and dedication towards delivering exceptional outcomes and ensuring client satisfaction.



Moreover, with 80% of workers saying the chance to learn new skills would increase their engagement levels, this experience further exemplifies how Kronos Group's diverse assignments foster professional development and job satisfaction.



NURTURING GROWTH:

The unique culture at Kronos Group



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“While growing up as a consulting firm, and even now being part of an international group, Kronos Group managed to keep a small company’s culture. The right balance between “serious” and “casual” times makes it a great place to develop both yourself and your professional journey.”

Kronos Group has successfully preserved a company culture that offers genuine work-life balance. This distinctive environment creates a supportive atmosphere where personal and professional development can flourish.

Tony has thrived in this environment, seizing opportunities to cultivate new skills and take on new challenges. He now plays a vital role in our operations as Manager of Delivery & Expertise in Procurement & Supply Chain, playing a critical role in delivering value to our clients. The nurturing ethos at Kronos Group served as a critical factor in their advancement and success.

94% of employees remain with companies that prioritise their professional growth and development, aligning perfectly with Kronos Group's approach of continual learning and fostering a favourable work environment.



Grow with Kronos Group

90% of organisations acknowledge that employee retention is a significant concern, with learning opportunities being a primary approach for improving it. Companies that foster a culture of continuous learning boast a remarkable 57% retention rate for employees, compared to just 27% in companies with a moderate learning culture.

This is why Kronos Group emphasises on cultivating personal and professional growth, and we have seen remarkable success in preserving exceptional talent and sustaining an engaged workforce, as is the case with Tony Lagomanzini.



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