

MEDICAL TECHNOLOGY

THE CHALLENGE

A growing med tech company found itself in constant firefighting mode. Team meetings were disorganized and unproductive, employee trust had eroded, and nothing meaningful was moving forward. Leadership was overwhelmed, burnout was setting in, and even their health was beginning to suffer. Despite hard work, progress stalled—and no one felt clear on what to do next.

THE SOLUTION

Through our partnership, the leadership team leaned into change. We ran targeted experiments to test new ways of working, rebuilt meeting structures to focus on outcomes, and created space for leadership to step up and set boundaries. The pace was steady but intentional. Along the way, trust began to rebuild, and the team started to work together instead of against each other.

RESULTS

The transformation was palpable. Leadership began taking real vacations for the first time in years. The team delivered higher-quality work, received positive recognition from customers, and made more confident decisions. Mentorship became a natural part of the culture, and the business began running with stability and focus – without constant crisis management.

KEY TAKEAWAYS

- Firefighting is a symptom – alignment and structure are the cure
- Small experiments drive big results when you commit to learning
- Meetings are either culture killers or culture builders – choose intentionally
- Trust isn't a luxury – it's a multiplier for performance and morale

CONCLUSION

Through the coaching partnership, cycle time was reduced by 74% from previous releases, resulting in both rapid compliance with multi-country health data privacy regulations and easier access for customers to their own health data.

CLIENT PROFILE

- Industry: Med Tech
- Size: 30 employees
- Structure: Multi-team, fast-scaling
- Services Provided: Executive coaching, leadership development, team alignment
- Timeframe: 6-9 months engagement



Unrestricted Humans partners with businesses to solve their big problems. By leveraging their

Unrestricted Humans Growth Framework™

and taking a fix-it-together approach, businesses achieve both solutions for today and skills to effectively problem solve in the future.