

Intevac, a global technology organisation that specialises in the design and manufacturing of leading-edge technology coating solutions.

Tensense was commissioned to help Intevac’s newly appointed CEO identify the current state and health of the organisation.



The transformation of Intevac wouldn’t have been possible had Tensense not been able to tell me the extent of the challenges faced by the business and continually inform me of how we were progressing in turning the company around.



Nigel Hunton, CEO, Intevac

The Challenge



Employees were significantly disengaged and unmotivated



The organisational culture was toxic



The leadership style present throughout the business was insufficient to return the company to a path of improved performance

The Results

- ✓ Overhaul of organisational design and structure
- ✓ Definition and implementation of new company values and culture
- ✓ Intevac's transition into a high-performing company
- ✓ Highly engaged employees
- ✓ Increased revenues
- ✓ Enhanced innovation and product development

Where energy and effort is being spent in the organisation (Feb 22 – Oct 23)

