



## Driving strategic business improvement and increasing exports of offshore cable solutions

### BUSINESS PROFILE

- Tekmar have been supplying into the offshore wind sector for 20+ years.
- Manufacturers of renewable energy equipment.
- Providing subsea cable protection solutions, engineering and geotechnical services.

### SUPPORT RECEIVED

- Business Transformation

### Solutions for the offshore wind industry



Through support from the OWGP SIG programme, Tekmar has strengthened its position as a key provider of cable solutions for the offshore wind sector by enhancing its strategic and operational capabilities.

These improvements have positioned Tekmar to meet the increasing demands of the offshore wind industry with precision and scalability, driving innovation and excellence in subsea cable protection and engineering services.

Tekmar Group, a UK-based company with a global presence, brings over 40 years of experience to the subsea industry. Renowned as a market leader in subsea protection and stability solutions, as well as engineering and geotechnical services, Tekmar has delivered over 10,000 cable protection systems across more than 120 projects worldwide. With its solutions safeguarding over 40GW of offshore energy capacity, Tekmar continues to play a pivotal role in supporting the growth and resilience of renewable energy infrastructure. Tekmar operate across several emerging regions and expect to strengthen their position in APAC, ME, US over the next few years.

### Impact of the support

Established a clear organisational structure with strong leadership teams in place.

Redefined systems, processes and governance with a clear strategy for future growth.

Improved core business metrics of FAC, OTD, RFT, COPQ.

Increased staff engagement and motivation.

Driven higher customer satisfaction.

### A closer look at business strategy and leadership development

Having recently acquired several new businesses into their portfolio Tekmar Group sought to develop and deliver strategic business and leadership plans to transform and align these companies under the Group. Tekmar felt that leadership development would be crucial to driving forward the company's strategic execution plan, equipping them with the skills and behaviours to shape the culture, improve financial performance and retain talent.



### Before

Tekmar Group, initially established as a small business driven by entrepreneurial spirit, had experienced rapid growth. However, this expansion highlighted gaps in their internal systems, processes, and governance structures. With much of the company's knowledge residing informally within its workforce and leadership, Tekmar faced challenges in documenting and standardising their operational practices. Recognising the need to build a more structured foundation for sustainable growth, the company sought support through the SIG programme. Their aim was to formalise their governance processes, capture institutional knowledge, and position themselves for continued success in a competitive global market.

### During

The SIG programme's support focused on enhancing Tekmar's strategic capabilities and fostering alignment across the organisation. Early interventions centred around defining the company's strategic direction, identifying growth opportunities, and crafting an implementation plan to turn strategy into action.

One of the standout components of the programme was the Effective Leadership Behaviours course, which saw participation from 50% of Tekmar's workforce. This initiative played a crucial role in embedding the principles of strategic planning and execution across all levels of the organization. This inclusive approach enabled greater communication between leadership and factory floor employees, ensuring every employee understood the company's goals and their individual roles in achieving them. Tekmar also engaged in a variety of other SIG courses and interventions, designed to enhance their expertise and refine processes. The holistic nature of the programme enabled them to embed robust governance structures and establish a shared sense of purpose throughout the organisation.

### After

Since engaging with the SIG programme, Tekmar has achieved remarkable results, transforming into a global player in the offshore wind sector. The company now exports approximately 80% of its business worldwide, delivering projects in major markets such as Europe, APAC, and the United States. Domestically, Tekmar is contributing to landmark projects with the provision of their subsea cable protection solutions. In addition to their global expansion, Tekmar has significantly improved their key account management practices and delivery model. These enhancements have bolstered their ability to reliably meet customer demands, laying the groundwork for long-term success in a rapidly evolving industry.



During the course of our involvement in the SIG programme, the company has experienced significant growth and are currently exporting around 80% of the business while also supporting a number of high-profile UK-based projects. Much of this success comes down to the work we have done through the programme. It has had a real impact on our business.



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