

We work with organisations who want to develop great leaders...



## Our approach

- We encourage people to think differently
- We say what we see in the organisation
- We challenge assumptions and the status quo
- We highlight the link between behaviour and results
- We prompt changes in your thinking.

## Our process

**Diagnostics** - using 360, team and individual profiling, interviews

**Design** - with a mix of creative interventions that maximise the learning experience.

**Deliver** - using challenging and high impact learning approaches that drive a lasting change in behaviour

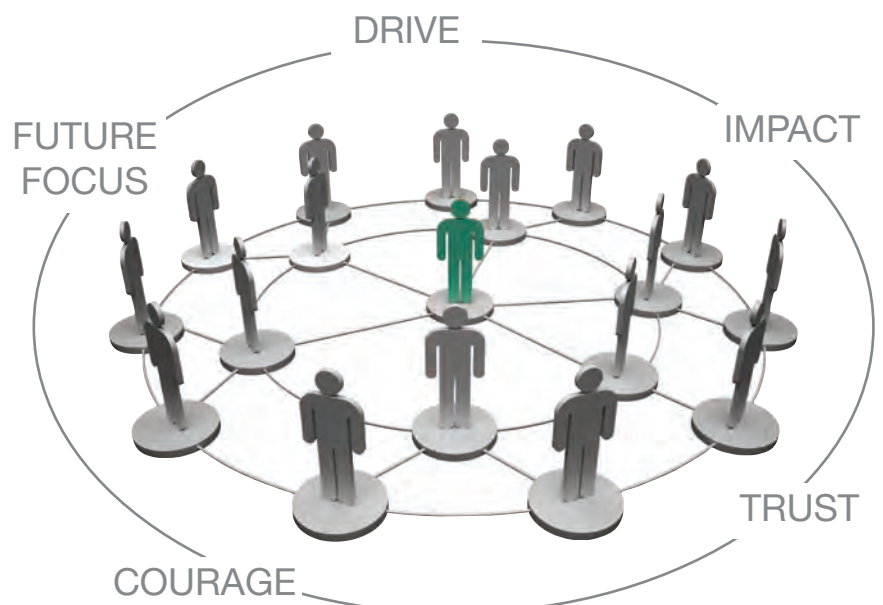
**Evaluate** - working with you to agree clear success measures.

We believe that great organisations succeed due to the ability of their leaders to create, maintain and develop great connections.

Successful leaders create strong links between themselves, their team and the company vision and values. Their ability to build these strong connections is based on their personal skills of building trust, showing personal courage and drive, creating impact and focusing on the future. We work with organisations who want to develop great leaders who create strong connections to deliver results.

## Our framework

Leaders create connections through their behaviour



## Example client case study

### 1 Apply to join



### 2 Gain sponsorship



### 3 Attend briefing event



#### SUPPORTED BY:

on-line learning library



one to one coaching



peer feedback



pre and post behaviour and values measure

- Groups of 12-15 participants - seven days face to face time and 3 coaching sessions over nine month timeline
- Line Manager buy in and involvement
- High challenge and High impact
- Internal / external guest speakers and business updates in evening sessions
- Pre and post leadership behaviours and values mirror (360)
- EQ questionnaire and Hay Leadership Styles inventory

## Our values

- We believe that every client is different; we work to meet their diverse needs
- We believe in long-term relationships where we work in partnership with our clients, being honest about what we can do
- We treat diverse opinions with respect, and we do not avoid necessary challenge
- We believe that people who feel good about themselves perform better