



How well do your managers:

Demonstrate the key skills of delegation, feedback and performance management?

Create a positive culture where people perform at their best and live the values?

Collaborate across teams to engage, share best practice and know how?

Manage and develop talent for the future, building on strengths?

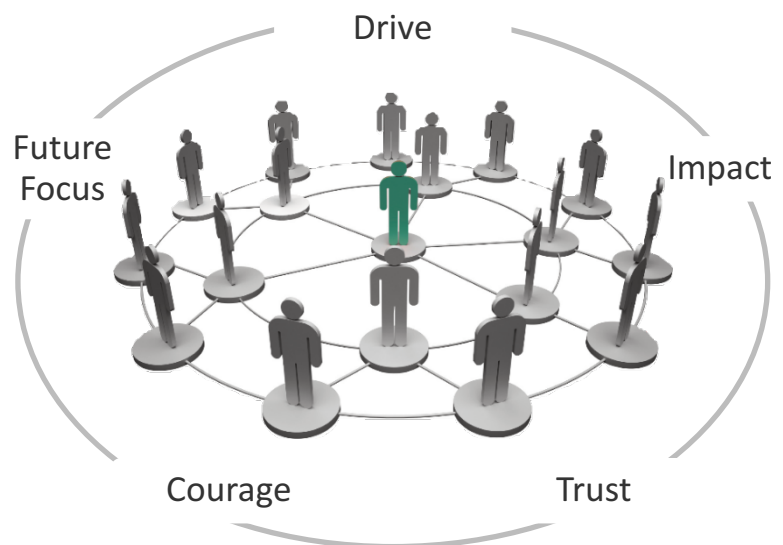
Use coaching in order to build engagement and develop skills?

Demonstrate strong commercial, financial and strategic skills in order to lead the business?

Our Approach

- We encourage people to think differently
- We say what we see in the organization
- We challenge assumptions and the status quo
- We highlight the link between behaviour and results
- We treat diverse opinions with respect
- We believe that people who feel good about themselves perform better

Our 2020 Leadership Framework



Great organisations succeed due to the ability of their leaders to create and develop strong connections between themselves, their team and the company vision and values.

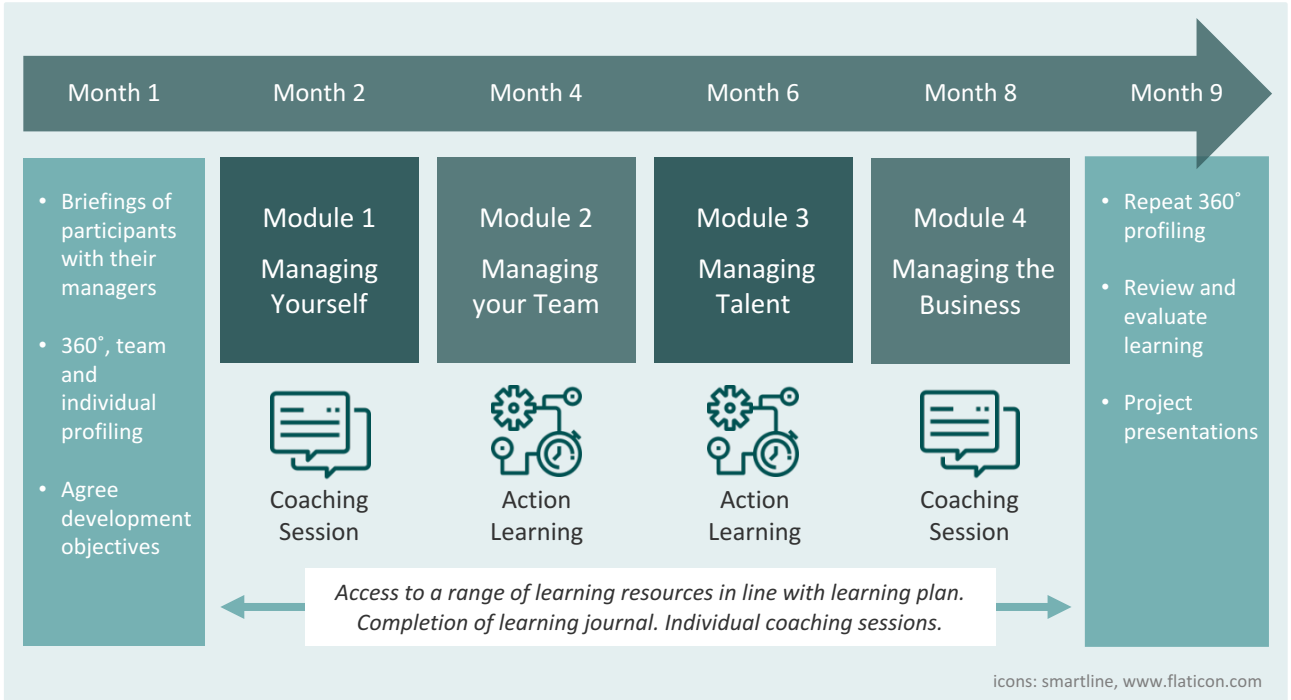
Their ability to build these connections is based on their personal skills of building trust, showing personal courage and drive, creating impact and focusing on the future.

“ In organizations, real power and energy is generated through relationships. The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and positions. ”

Margaret Wheatley



A example of one of our programmes – Step Up for Leadership



Our Process

- 1. Diagnose**
360, team and individual profiling
- 2. Design**
Blended learning to maximise behavioural change
- 3. Deliver**
Challenging, high impact facilitation to change behaviour
- 4. Drive value**
Working with you to embed learning and deliver agreed success measures

- Groups of 16 participants
- Blended approach of face to face and self-directed learning
- Individual coaching sessions over agreed timeline
- High challenge and high impact
- Internal / external guest speakers and business updates
- Business projects between modules
- Peer action learning sets

“ One of the best programmes that I have ever attended. Lots of practical learning that can be applied on a daily basis to really improve impact on both my own team and the business as a whole. ”