

WHAT WE DO



People Development Programmes

Our key services are based around helping organisations solve business problems through developing the potential of leaders and teams.

Our help is always fully **customised** to the needs of the client and is never “off the shelf”.

Typical programmes include elements from such areas as:

- **Leadership Development**
- **Emotional Intelligence and Leadership**
- **Leadership of Change**
- **Clear Communication**
- **Building and leading effective teams**
- **Relationship building**
- **Working with perception**
- **Power and Influence**
- **Motivating and Developing People**
- **Creative problem-solving**
- **Coaching and coaching skills, including the Coaching Manager**
- **Facilitation**
- **Career development**
- **Personal effectiveness**
- **Managing Pressure and Work-Life Balance**
- **Assessment and Development Centres**
- **Action Learning**

The key phases are:

1. **Diagnostics:**
 - Clarification of issues, using the consultant as a sounding board
 - Diagnostic surveys and interviews
 - Agreement on objectives, including the business results desired
 - Development of solutions
 - Facilitative methodology, to ensure effective partnership working and ownership of solutions
2. **Delivery** of agreed solutions
3. **Monitoring and Review**, evaluation and feedback

Our methods, usually highly facilitative, include:

- **Coaching**
- **Facilitation**
- **Workshops and seminars**
- **Team building sessions**
- **Focus groups**
- **Large-scale meetings and conferences**