

# Why Work With Leaders?

**We are human data specialists with world-leading expertise in behavioural and motivational tools.**

This means we can quickly and effectively identify the critical strengths that can propel our clients to excellence.

We also see the blind spots that others miss and are adept at finding ways to overcome them.

Leadership weaknesses are often only identified when issues start to emerge during business operations or in the boardroom. Typically, businesses might find themselves at a crossroads, or simply know they have greater potential but are struggling to harness the skills they need to achieve excellence.

Every leader and every business is unique. All our programmes, facilitations and reviews are tailored to unlock and advance the individual potential of business leaders; here are a few examples of our work:

## CHALLENGE

**A lack of business focus and clear objectives; inefficient and ineffective allocation of resources (time, money, people, effort).**

**Leaders can establish the foundations for phenomenal performance.**

We work with our clients to realise clarity of vision, mission and values, which are fundamental for achieving success. We probe, support and challenge the board or executive committee to enable our clients to answer business-critical questions, including:

“What is the compelling future that the business is working towards?”

“Why is this important?”

“How will this help other people or the environment?”

“What are the beliefs, attitudes and values that really matter as the business pursues our goals?”

## CHALLENGE

**Sub-optimum culture; unhealthy attitudes and behaviours have become normalised and low employee engagement has resulted in a lack of passion and creativity.**

**Leaders can identify the key human factor issues that are inhibiting the organisation, design a tailored solution and deliver programmes to restore and strengthen organisational health.**

The attitudes and values possessed by the leadership team affect the entire business and set the foundations for the organisation's culture. First we build on insights attained from psychometrics to identify healthy and unhealthy cultural factors. We then suggest strategies and tactics for improvement, providing practical support to our clients as they implement the changes that place their people at the heart of their growth strategy.

## CHALLENGE

**Everything is ‘fine’ on the surface, but underneath, team dynamics and business results are not yet ‘great’.**

**Leaders can enhance emotional intelligence.**

Executive teams engage us to improve mutual respect and trust, the critical foundation for achieving business excellence. Our Team Advance Programme significantly enhances self-awareness, self-regulation, mutual understanding, trust, teamwork and motivation. Comprising a mix of group sessions and individual coaching, the programme substantially improves leadership dynamics for more effective decision making. The outcome is not just good results, but phenomenal performance.

## CHALLENGE

**Underinvestment in or neglect of leadership succession.**

**Leaders can help to identify future leaders, deliver a Future Leaders Programme and provide coaching for senior managers.**

Our Future Leaders Programme is aimed at the next generation of leaders in any organisation. The programme takes six to eight months and comprises a mix of group learning, individual coaching, self-learning exercises and team presentations. The programme enhances emotional intelligence, enables team building and stretches leadership thinking and skill. We provide individual coaching to those in senior management roles who are stepping up to executive responsibilities.

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## CHALLENGE

### Leadership transition or leadership recruitment challenges.

**Leaders can offer insights to facilitate successful and long-term senior hires, avoiding costly mistakes.**

We work with senior teams to identify the behavioural style, values, mindsets, capacities and skills that are highly desirable when seeking a new member of the team. We provide insights on prospective candidates, ensuring an optimum business fit is achieved and the likelihood of negative surprises is reduced.

## CHALLENGE

### Individual counterproductive habits holding back executive team performance.

**Leaders can quickly identify individual strengths and counterproductive habits, coaching our clients to harness strengths and overcome weaknesses.**

Tailored to address the particular needs of the business, our coaching and leadership learning work will develop leadership skills in individual and team situations. This includes individual coaching and team development programmes that enhance critical skills including ambition (passion), accountability, awareness and agility.



L-R, Peter Woodward, Phil Eyre and Kaaren Welsby

## How We Can Work With You

Leaders works with clients in a number of ways. Here are just a few examples:

### Consultancy Retainer

We work across a spectrum of leadership requirements, fostering a partnership with our clients.

When engaged on a consultancy retainer, we are able to see beyond the more narrow requirements of a stand-alone project. We use our external perspective proactively, often heading off issues before they become more serious problems.

We can be flexible in the application of our expertise, attending swiftly to needs as they arise. Whether recruiting, analysing team dynamics or providing individual coaching, we are on hand, often at short notice, to provide an external perspective when and where in the business you need it most.

Retainer arrangements employ Leaders as a trusted adviser, providing a confidential environment and unique, external perspective. This includes individual coaching at the highest levels of the organisation (CEO/MD/Managing Partner) and senior team support (board, executive committee).

### Stand-alone engagements

We are often appointed to provide consultancy for specific client needs. Stand-alone engagements are tailored to address very specific issues over an agreed timeframe, for example:

- Enhancing senior team dynamics and effectiveness;
- Future Leaders Programme;
- Clarifying vision, mission and values;
- Recruitment insight;
- Offsite facilitation;
- Individual coaching;
- Specific leadership training, e.g. agility, accountability, awareness.

Often an initial stand-alone engagement leads to further and ongoing development work with our clients.

Our ethos for all our work is for a partnership approach, forming a trusted, mutually beneficial relationship.

We are dedicated to developing your key leadership strengths, organizational health and achieve mastery in business critical areas. Call Phil Eyre to find out how Leaders can work with you. 07781 169611.