

# Workshops update

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## Teams, Talents and Testing

I'm about to support a University who want to understand whether their Senior Management Team are providing the right sort of Strategic Leadership for the University at this time. I'm carrying out stakeholder interviews, running focus groups with staff and students and will be making specific recommendations to the team shortly. If you are interested in an independent, Organisational Development review for your business, I'd be delighted to help.

I'm running a really powerful leadership programme with a Housing Association that has identified a need to be better at succession planning post merger. The programme involves delegates completing a psychometric profile on-line which gives them detail about their motives and talents in work. I spend time with them individually, interpreting the report and they do some detailed action planning about what they want to do differently. The group then get together for an intensive two day workshop which explores where their leadership comes from, what makes them the leaders they are and what does authentic leadership really mean for them. The group then have several executive coaching sessions with me where they commit to specific actions. The delegates response to the programme has been really inspiring so far - let me know if you would be interested in finding out how it could be adapted to help your business.



building:solutions

I have been working with Arcus since April this year. The business wanted me to analyse the feedback they had from their latest staff survey and develop a Leadership Framework and development programme for them.

*"Emma has been working with us for the past 6 months. She has designed an innovative and comprehensive leadership programme for 18 of our senior management team. The programme has involved psychometrics, coaching and team profiling, successfully linking all of this to our business plan. She has designed a leadership competency framework which will really allow us to performance manage our leaders more effectively. She has redesigned our performance management systems and designed highly interactive and practical workshops to embed this within the company. I would highly recommend Emma". Clive Sellers, Managing Partner, Arcus.*

Steps within this programme involved initially carrying out a desk top review of key documentation to understand how the leadership team were operating and what areas would be important to improve.

I then worked with the Senior team to develop a competency framework that really allowed the business to clearly articulate what behaviours were appropriate at a Leadership level to improve the way the business operated.

I further developed the framework having carried out Psychometric Profiling of the team to understand what the individual and team profile of the leadership group looked like and what would be important to further develop.

I designed a new approach to Performance Management to complement the Competency Framework into people's day to day work.

I have designed 3 Bespoke Leadership Development Modules to support the business to embed the new approach.

Module 1 - Team profiling using Psychometrics - understanding the gaps within the team, linking back to the business plan

Module 2 - Leadership foundation - launching the competency framework, understanding their leadership styles

Module 3 - Performance Management, reward and motivation

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