



# Perfect partners.



Roles and responsibilities had expanded rapidly for our client, following a period of high growth against the backdrop of a challenging market environment. We partnered closely with VADO to design a brand-new leadership development programme to equip senior leaders with the skills to support the future direction of the organisation.

## In a nutshell.

- Four stand-alone one and two-day modules
- Enhanced their leadership and people management skills
- Established a clearer identity as a senior leadership team
- Executive sponsorship and engagement.

## What we did.

Over the course of the 12-month programme we worked tirelessly, in partnership with VADO, to ensure that the programme objectives remained in focus, adapting our approach where needed, in an ever-changing environment.

Our blended approach, focused on raising participants' self-awareness, using psychometrics, peer feedback and real-play scenarios to help them understand the impact of their behaviour on performance. Adopting a 'learning by doing'

approach enabled us to accommodate the varied experience, skills, and, legacy attitudes to training by always focusing on the 'so what?' in relation to their roles.

The programme brought together a group of individually aspirational senior leaders and helped them to come together as a stronger, more effective leadership collective with a renewed commitment to ongoing development.

## How it helped.

- Established a clear link between behaviours and business performance
- Created a community of leaders committed to supporting each other with ongoing development
- A more positive outlook on challenging conversations, driving more effective outcomes
- Move towards a coaching mind-set when leading, driving improved development opportunities for their teams
- Over 95% overall satisfaction rating.

## What they said.

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I will forever be grateful for what I've learned throughout the whole programme.

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I am already reaping the rewards.

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Can't put in words how much the programme has helped me as a person to grow and continue to grow – never want this to end. Brilliant.

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