



...excellence is
affordable

understanding

intuitive

personal

flexible

independence



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...why choose us?

We could use lots of fancy language to try and wow you with our genius.....but we know your too busy for all that so we'll come straight to the point.

Quite simply, we want to know what it is you want to change and how you'll measure the results after the change. Once we understand this we'll then tell you how we think we could help you get there. Assuming we manage to convince you of our capabilities we'll then get on with it. No fuss, no hassle and no fancy language (unless you ask for it!)



...because results matter



It's important for you to have the confidence in the people supporting you. You can rely on us. We will never present solutions without **understanding** the results you are looking for and how we will know we have achieved them. Only then will we talk solutions.

Our solutions deliver results that impact your bottom line performance through our "**Accelerated Experiential Learning Process**". Using this tried and tested process we remove the constraints of limited thinking and unlock performance potential. From this potential comes action that is pragmatic, goal-centred and outcome oriented.

We know how to create solutions that deliver —regardless of the scale of challenge. The expertise and support we bring to any challenge is drawn from years of experience delivering results in organisations of all shapes and sizes.

Whatever your competitive and business challenges are you can be assured that we have the means to create a solution that delivers - because results matter.

...and capability counts

Our ability to deliver results every time requires a capability that is both broad and deep. Like many within our industry we can draw on experience from most industry sectors and types of organisation.

What we believe makes us that little bit special are the principles through which we operate. Our principles give you a flavour of the type of people we are and how we work with our clients

Our expertise is in understanding how to unlock the natural stretch within individuals. We then focus this stretch on pragmatic solutions to real business issues.



...we are people of principle



Our Principles

- We will seek to **understand** your needs fully.
- We are highly **intuitive** people which better equips us to respond to your needs.
- We are **personal** in our approach. Relationships are built with people.
- We remain **flexible** at all times recognising the need to respond and change quickly.
- The strive for **independence** is key to us. We aim to create improved independence in those we work with.

...making things happen

We always strive to produce results that are lasting and have an impact on the financial performance of our clients. Here are some recent examples of results we have helped produce:

- £67,000 worth of reclaimed monies from incorrect supplier fees.
- £2,000,000 annual saving through renegotiated supplier contracts.
- £500,000 cost saving through improvements to recruitment processes.
- £2.47 improvement on the sales cost-to-manage, resulting in an expected £275,000 cost saving per annum.
- Implementation of an experiential assessment centre that saved a director from making a potentially costly recruitment error.
- Using 360 feedback we helped an employee on the verge of dismissal turn his performance around and receive commendation from a key external customer.



...using our expertise

Accelerated Experiential Learning

The best learning occurs through real-life experiences and reflection. Our approach uses simulated experiences to accelerate the learning process. This allows individuals to achieve greater change and development in a shorter timeframe. As a result, business impact comes quicker and the results are lasting! We provide these simulations at your choice of location or at one of eight dedicated learning centres.

Personality Profiling

Myers-Briggs is the world's most extensively used tool for helping individuals understand the things that affect how they communicate, lead and manage and how people respond to change and develop relationships. It is seen as providing a major benefit to improving personal influence and adaptability. The tool can be used to develop whole teams or individuals and is available in two levels of depth, Step 1 or Step 2. For some MBTI confirms what they already know. For others it can be a fantastic "a-ha" moment.

Performance Coaching

One of the quickest ways to improve the performance of an individual or team is to use a performance coach. Following similar principles to sports coaching, a performance coach is focused on raising and sustaining high performance. The coach uses expert intuition to determine what limits high performance and how to support the individual in making lasting improvements. With a resulting plan the individual feels more able to maintain high performance.

360 Feedback

How often does someone else's opinion of us limit or hinder our ability to work with them more effectively. It is said that perception is 90% reality. 360-degree feedback enables individuals to obtain feedback from different people they deal with on a day-to-day basis. From the feedback, they gain greater understanding of how they are perceived by those people and how this might affect their working relationships. This understanding is then used to help the individual take action to become more effective and more successful in their role.

...using our experience

Performance Management Solutions

We can improve the results of your business by improving the way you manage processes and people. We can streamline the things you do, saving you time and effort. We can have a dramatic effect on moral, motivation and commitment to your business and unlock performance you didn't know existed. We have the tools and expertise to help.



ePMS is our flagship online performance management system providing a fully integrated and comprehensive performance and personal development process. It's simple to use, low cost to run and can dramatically improve the performance of your employees and your business. An added benefit to ePMS is that it can also help you comply with current and future employment legislation. Watch your business improve with this simple yet powerful performance software.

Training and Development

Whether your in need of new knowledge or skills, or you want to refresh some previous learning our courses will hit the mark. Each of our programmes is built to deliver pragmatic results both for the individuals and the organisation. Highly engaging, participative and fun, you can be assured that the added value will make you want to come back.

Outsourcing Solutions

Not all companies can afford the luxury of an in-house Learning & Development function. Which is why we have developed an approach that allows even the smallest of businesses access to a dedicated resource to support their business learning and progression. It's a low-cost, high return opportunity to grow your people and your business at the same time. For a small monthly subscription you'll receive proactive support from expertise which has taken years to develop.



...and having fun!



There is an abundance of evidence showing that the most effective learning occurs when people have fun and enjoy themselves. We're suckers for a good bit of fun!

We are very serious about delivering on the results we commit to, but we believe this is best achieved in a collaborative, challenging but enjoyable way.

We have never met an individual or group yet who didn't want to have fun and far be it from us to deny a client their request (within reason!)

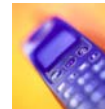
...we're waiting for your call



Contacting Us

If you like what you have read, get in touch and tell us what you are trying to achieve. Then maybe we can tell you how we think we can help.

You can reach us via any of the following contact options:

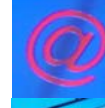


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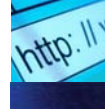
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