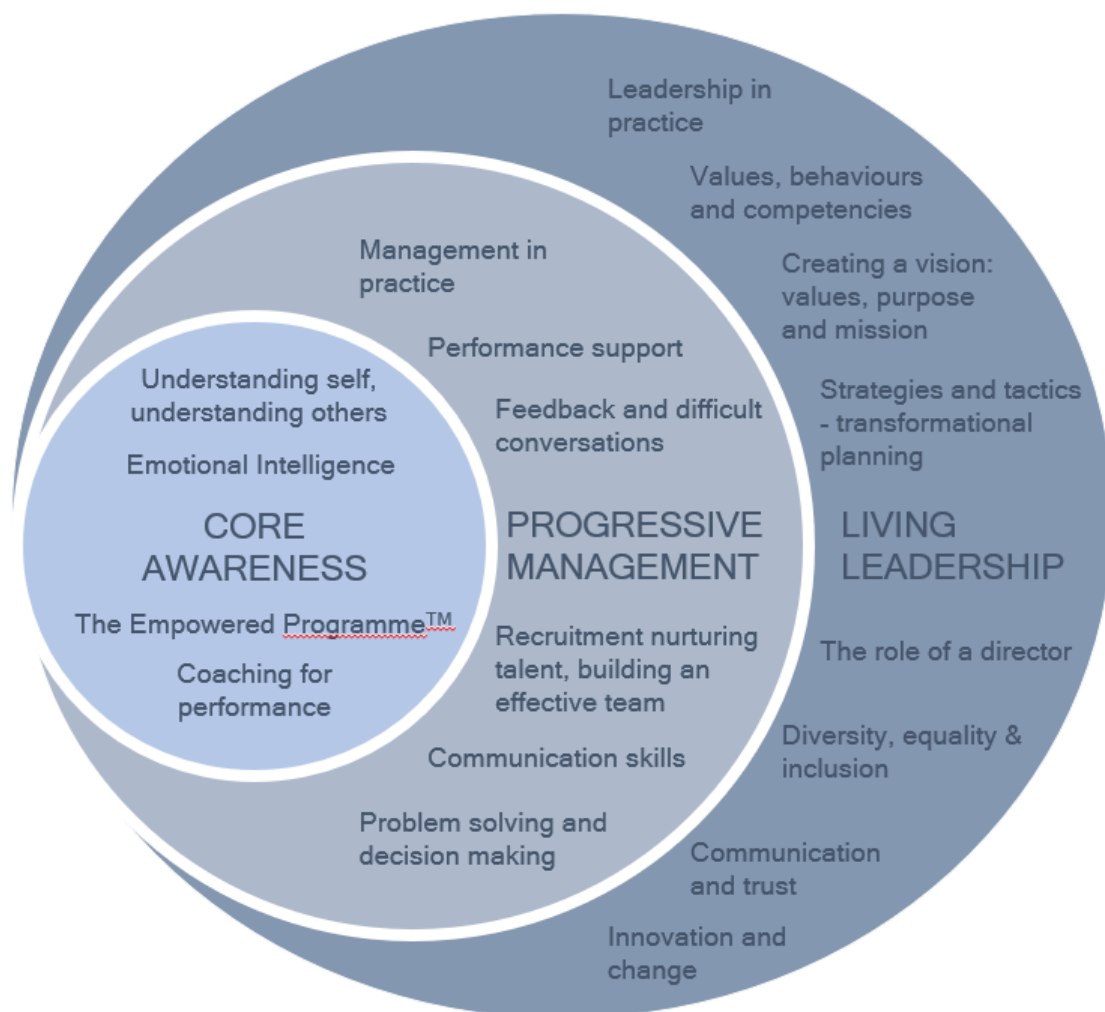


## People are the Key - preparing your senior team for transformational change



The hgkc People are the Key™ programme combines Core Awareness, Progressive Management and Living Leadership into an integrated development programme. More than a training programme, this is designed to embed new ways of working to bring about transformational change in a business, often in preparation for a future exit.



We consider Core Awareness critical to the development of any leadership team, and our approach is to start here with behavioural preference and emotional intelligence profiling to develop self-awareness and enhanced awareness of others, employee engagement surveys to help assess the culture of the business and coaching for performance. These are described in more detail below. This phase can take anywhere from six weeks to three months, and our fee starts from £5000, depending on senior team size and complexity.

We use our learning from this phase to create a programme, typically over a 12-24 month period, designed to meet your needs. The combination of subjects and workshops shown here are illustrative and will be adapted to suit your needs.

Regular touchpoints allow you to review progress and us to provide feedback on the pace at which learning is adopted and embedded within the team. This will also be an opportunity to review, discuss, and adjust priorities to ensure milestones and KPI's are met.

## **Behavioural Preference and Emotional Intelligence Profiling**

hgkc work with partners DISCSimple and use the EverythingDiSC™ body of knowledge to increase an individual's self-awareness and awareness of others.

DiSC is a behavioural preferences profiling tool that identifies preferred behaviours and emphasises the importance of understanding the differences between people to help them communicate and work better together.

The more uncertain, complex, and ambiguous working environments become, the more critical a truly agile workforce is to success. Staying agile demands that people continually develop and use their emotional intelligence (EQ). We use DiSC AgileEQ™ as a framework to develop and strengthen emotional intelligence and support a thriving agile culture.

Individuals receiving a personalised DiSC AgileEQ™ profile:

- Discover the instinctive mindsets that shape their responses and interactions.
- Recognise opportunities to stretch beyond what comes naturally to them.
- Take action to become more agile in their approach to social and emotional situations.



## The Empowered Program™

hgkc are an Empowered Ambassador, and able to offer The Empowered Program™. Empowered harnesses the power of a sophisticated SaaS platform developed by Engagement Technology Ltd, and adeptly measures culture. It offers leaders critical insights into cultural strengths and areas needing improvement. A regular programme of engagement surveys will help to create purpose, and inspire your people to align their activities behind it and to build deeper commitment. The Empowered Program™ is a highly effective systematic way to measure and improve the engagement of your workforce.

## Coaching for Performance

Coaching for performance extends leadership capabilities through learning tools and techniques that support a coaching-led way of managing and working with others.

This is a one-day intensive workshop, which will be supported by a series of 3 one to one coaching sessions to build confidence.

Benefits for individuals include:

- Knowing what it takes to be an effective coach
- Understanding the role and responsibilities of effective coaches
- Learning a recognised coaching model, and the tools and techniques to support it
- Confidence to put new skills into practice
- Analysing coaching performance to improve ability - this will be the focus of the subsequent 1-1 calls.