

Leadership Team Development for Ambitious Businesses

In all challenge
lies opportunity



Performance Management Systems



The Performance Learning Company



Leadership Team Development

The Business Leadership Team is the nerve centre of your business. It is collectively responsible for ensuring the business is able to provide compellingly attractive answers to the five most critical questions that every organisation faces:

- Why invest in us?
- Why buy from us?
- Why supply us?
- Why work for us?
- Why host us?

For many years, research has shown that sustaining high-performance in any organisation is largely dependent on how well the executive leadership team operates. Indeed, this foundation has often been cited as one of the key reasons that GE grew so successfully during Jack Welch's long tenure as CEO.

In today's fast-changing world of ever-increasing complexity, it is even more important for executive teams to fire collectively and efficiently on all cylinders. Hence, in order to realise your business' greatest opportunities, developing your leadership team to be the best it can be is one of the most beneficial investments you can make.

While businesses face many similar challenges, their different mix of perceptions, skills, systems, beliefs, resources, customers and suppliers means that, in reality, they are all unique. While the priority for some might be winning the right customers, others might want to develop products faster or attract and retain great people. For some, profit might be more important than sales growth while, for others, cash will be king. The priorities will differ from business to business.

Consequently, each business will develop along its own path and the development of the Leadership Team, in crafting that pathway, also needs to be unique.

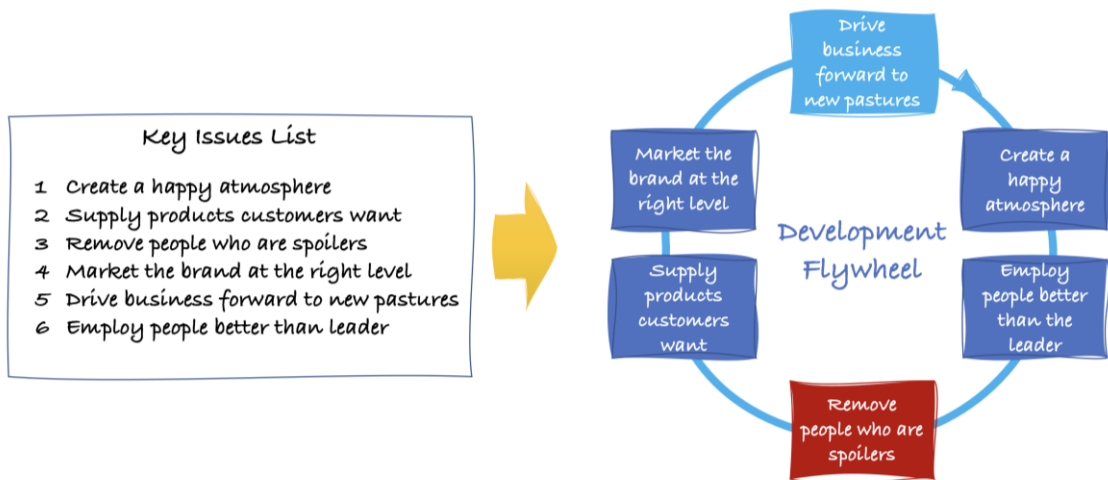
Our proven #leapingahead development framework comprises four stages which will ensure you gain absolute clarity on the best way forward for your specific needs, as well as all the help you need to complete the journey.



The customised and flexible development solution is tailored to help your Leadership Team be their best *and* deliver the best results for your organisation.

It is a programme that works both with you and for you, and which evolves with your needs.

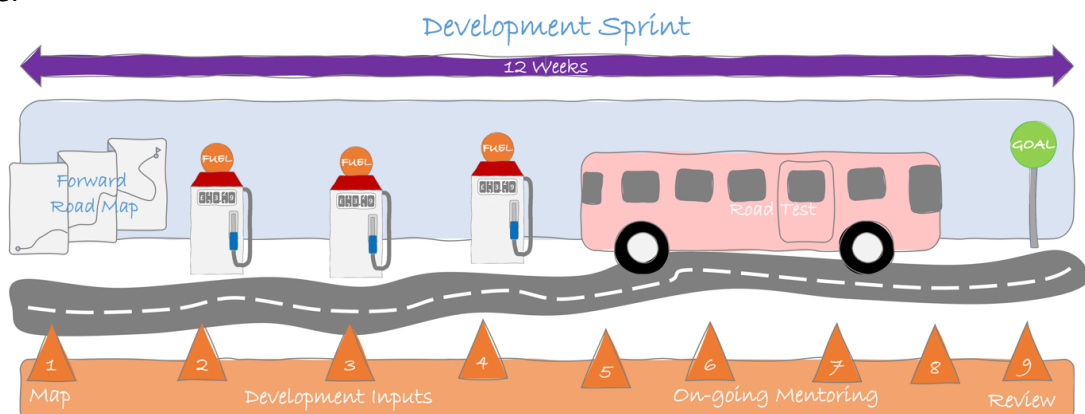
The programme starts by **Assessing** both where you are now and where you would like to be going forward. By reviewing any gaps between these two points, we can pinpoint critical development support to boost your performance. There is a crucial difference with the #leapingahead Team Development Programme; we transform the support activities into a ‘development flywheel’ that builds and sustains performance momentum as we progress.



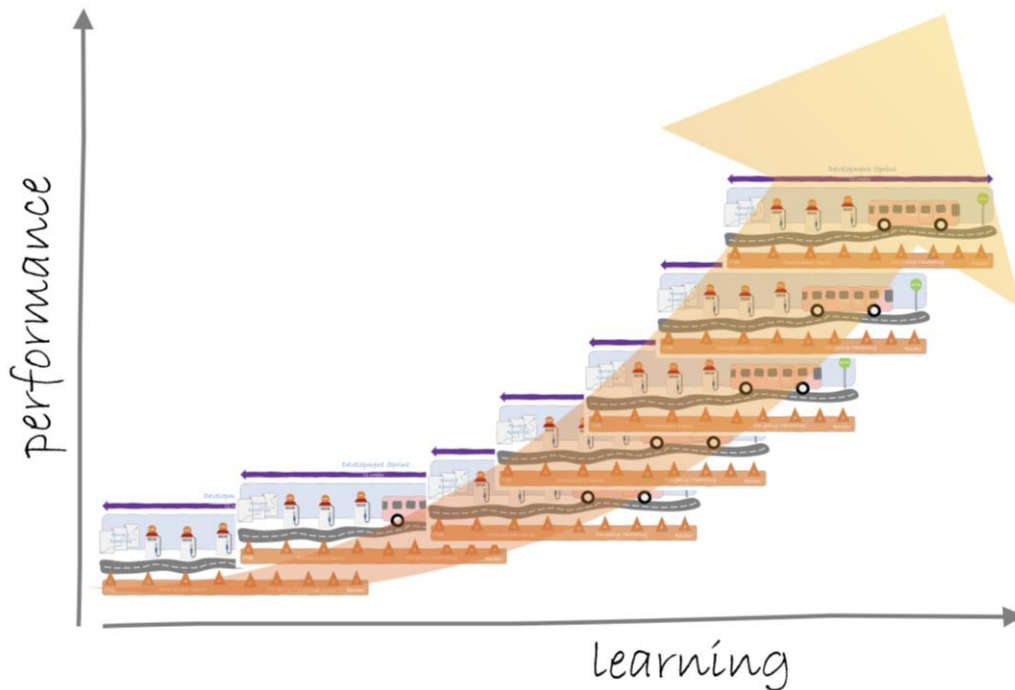
Having established your support needs, the next stage agrees priorities and **Aligns** day-to-day activities that build the necessary mindsets, skillsets and toolsets to boost your team and business performance.

A key element of deepening the learning experience is the design of *development sprints*. These build on the development flywheel to deliberately create a heightened level of challenge and practice, which provides the critical foundation to **Amplify** your performance.

A typical development sprint, running over 12 weeks (for example), includes a ‘stretch’ goal, a roadmap, any required development workshops and on-going mentoring. All development sprints finish with an ‘*end of sprint*’ review to maximise the learning for the business as a whole.



As you complete further development sprints, your level of natural learning **Accelerates** your speed of progress and begins to create exponential performance benefits.



Exponential improvement holds huge benefits, providing:

- Constant challenge and development opportunities that attract and retain the best talent
- Increasing performance gaps that leave competitors behind
- The opportunity to lead your industry.

In the best of times, running an organisation can be a challenge;
in the worst of times, it is tough.

Everything is changing – customers, suppliers, people and, not forgetting, technology!
And yet... in all challenge lies opportunity.

Help your ambition be realised and deliver enhanced value for all of your stakeholders - bigger, faster and more smoothly.

Contact us via jonathan@pmsystems.co.uk to arrange your free consultation.

In all challenge lies opportunity.
That's where we make the difference.

We partner with ambitious organisations to leverage opportunity
and produce extraordinary outcomes.

Testimonials

"It helped us see where we were, where we needed to go and what we needed to do to get there."

"It supported our ambition, above everything else, and gave us the confidence we needed to develop the next step of the journey."

"It encouraged us to experiment, be courageous and gave us confidence to make decisions that otherwise may have held us back."

"It supported us to devolve responsibility and come up with a much stronger leadership team."

"It helped us structure the business so leadership and decision-making is cascaded through the organisation."

"It enabled us to understand key roles and place the right people in the right positions."

"It enabled us to channel resources to the most important areas to increase revenue and profits."



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