

t-three

Inspiring organisations  
to succeed

Our leadership and management development programmes typically follow our eight key steps. . .

Step  
1

### Definition & engagement

To understand the organisation's strategic vision vs. its current situation. We then work to find what leaders and managers are currently good at, and what is holding them back from achieving the vision.

Step  
3

### The Launch event

### Development of success measures

These measures of success are continually checked against to ensure a high return on investment is delivered.

Step  
2

Step  
4

### Individual engagement and personal tailoring

A 360 degree and / or personality profiling tool is used to help participants recognise their strengths (vital for building the self-belief needed to make changes) and their potential risks or career derailers, to identify strategies for improving their personal performance. A repeat 360 assessment assesses personal development as a result of the programme.

Step  
5

### Workshops

Each workshop is specially designed to help your managers or leaders to achieve your strategic vision.

Step  
6

### Applied learning

This provides participants with direct opportunities to apply their learning to a real life project while generating a considerable benefit or cost saving back to the business.

Step  
7

### The sustaining event

This event is positioned to ensure participants do not see this as the end of their learning and development. "This is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning." (Winston Churchill, 1942).

### Evaluation

Throughout we consistently measure the programme's effectiveness and ROI through our evaluation methodology which looks at 1. The reaction of the participants 2. The change of behaviour in the workplace and 3. The outcomes and delivery of the organisational strategic goals.

Step  
8