



# TRANSFORM TOGETHER™

## For cohorts of scale-up leaders

Join a cohort of peers to transform leadership performance, with a team of coaches over six months, and achieve business results.

### 1

#### EXAMPLE CHALLENGES

- Ambitious founders/leaders with a growing team, needing to set clear direction and build alignment
- Recognised opportunity or need to improve leadership, with business success at stake
- Desire to step up from doing to leading, to create an effective culture, delegate, and empower other leaders

### 2

#### OUR APPROACH

- Deliver a 6-month programme for cohorts of 10-15, including diagnostics, team workshops, individual coaching, progress tracking, and accountability
- Connect and leverage the cohort for peer learning and coaching, support and accountability
- Encourage targeted outreach for mentoring and stakeholder support

### 3

#### YOUR RESULTS

- Confidence in a consciously chosen, and business-appropriate, individual leadership approach
- Clear improvement actions linked with business goals
- New leadership mindsets, techniques and habits
- Fast, effective problem-solving and decision-making
- Readiness to adapt to achieve scale-up goals
- Empowered teams and trusting boards



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## Programme Flow

### SCOPE AND PURPOSE WORKSHOP

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The sponsoring organisation leaders describe their ambitions for the participants and expectations for the programme. We align on purpose, approach, and timelines; provisionally agreeing on five big topics. Cohort composition and messaging about the programme are discussed, and dates set for the workshops.

### DIAGNOSTICS AND DESIGN

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Participants establish learning needs and preferences using our "Leadership Launchpad™" diagnostic tool, allowing participants to understand their preferences and learning styles which informs how we tailor the programme.

### LAUNCH WORKSHOP

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Participants understand and prioritise what they need to achieve and how they want to participate together, to transform their leadership for business results. The group is coached to explore their leadership style and how they can improve. Participants can expect to choose immediate high-impact actions, and commit to their own specific changes required. Instant progress is made, in the right direction.

### DETAILED PERSONALISATION

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The sponsoring organisation leaders work with us to refine the programme design, ensuring it is focussed on the highest priority and impact areas of business leadership for this specific cohort. Through 1:1 coaching, each participant clarifies personal leadership priorities and is ready to create maximum value from taking part.

### GROUP COACHING WORKSHOPS

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Through group coaching, participants discover and apply new mindsets, techniques and habits for leadership in the most important areas for business success. They make decisions and plans to implement in their business between workshops. To boost meaningful action and progress, we facilitate peer support via a buddy system and WhatsApp. Throughout, we review impact, discuss feedback, and refine our approach.