

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.

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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

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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

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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



HORIZON37

TRANSFORM TOGETHER™

Programme Flow

SCOPE AND PURPOSE WORKSHOP

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

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

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

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

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.



TESTIMONIALS

Scale-up Leaders

Game-changing. High quality content that challenges my thinking. Solid coaches.

Matthew Carr, CEO
Luffy AI

The management team as a whole is more focussed and efficient.

Jan Jezek, Founder
Arecor

The most valuable outcome is being equipped to lead all our people to drive our scale-up.

Tom Mason, CEO,
Bramble Energy

The change has been truly profound.

Richard Baker, CEO,
GeoSpock

Methods are direct and keenly challenging.

Inger Anson, Partner,
Harrison Clarke Rickerbys

A clear path to empower, develop, challenge.

Nick Hounsfield, CEO
The Wave

Has made a remarkable difference.

Inge Cuypers, CEO,
Lola Tech

Took away a great deal to make real concrete improvements and hopefully save myself some sleep at the same time!

Roger Goldsbrough, CEO,
Quantum Detectors



Investors & Institutions

Highly effective.

Tim Parsonson, Director,
Rockspring Nominees

Skilfully balancing insight and guidance with exploratory conversations.

Ana Avaliani, Associate Director Enterprise,
Royal Academy of Engineering

We received phenomenal participant feedback.

Dr Ghina Haladi, Programme Leader
Cambridge Judge Business School

No nonsense, forthright style.

Victor Christou, CEO,
Cambridge Innovation Capital

A productive and constructive group dynamic.

Andy Phillipps,
Entrepreneur and Investor

"We critically challenged our objectives and vision, generated fresh ideas and reprioritised our key goals"

Simon Thorpe
Chair, Cambridge Angels

Valuable reflections amongst the portfolio CEOs, pragmatic and thought provoking takeaways.

Tom Hall, Senior Investment Manager,
Martlet Capital

Changing the game for leadership. H37 have brought much needed support and coaching to several of my portfolio companies, and to the wider ecosystem.

Peter Cowley, President Emeritus,
European Business Angels Network

