



# Are your people realising their potential?

How you can grow future leaders and build  
a stronger business with home-grown talent.

A guide to our  
leadership and  
team development,  
coaching and personal  
effectiveness  
solutions.

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# Mind the gap

A healthy leadership pipeline is vital to sustain a successful and growing business. But in today's unpredictable and fast-changing world, building them is easier said than done. And when the reality is that many leadership programmes fail to deliver the required change and promised results, organisations are left grappling with a complex set of challenges.

- ☆ Is there a mismatch between the talent you need and the talent you have?
- ☆ Are you unclear about how to pinpoint and develop the future capabilities your business needs?
- ☆ Are you lacking solid career pathways that engage, retain and grow your home-grown talent?

At Peoplewise, these are problems we can help you solve.

# Your strategic talent solutions partner

*As an award-winning business psychology consultancy, we understand how to transform human behaviour in a way that's meaningful, measurable and lasting.*

Combining our best practice with your organisational insight, we co-create psychology-based, data-powered solutions that accelerate your talent development goals.

# Why Peoplewise?

## **Robust psychological research**

Everything we do is built on a solid foundation of unmatched scientific rigour. This means we use evidence-based methodologies that develop the leadership skills and capabilities needed to meet the growing demands and pressures of evolving business landscapes.

## **User-friendly technologies**

Our smart and scalable digital platforms modernise your systems for the new working world. With customisable content, nudge-based learning, real-time behavioural feedback, intuitive user experiences and powerful analytics, we give you high-quality tools to take your talent development investment further.

## **Practical business insights**

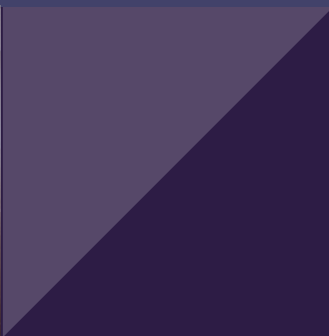
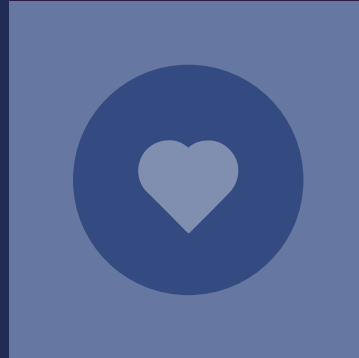
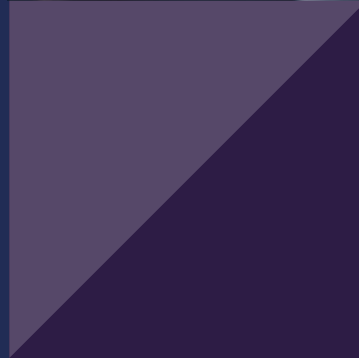
Bringing together years of industry experience with sophisticated data analytics that track learning agility, development progress and potential, we work with you to measure and optimise everything that matters so that you can improve return on investment and demonstrate real-world impact.





# Leading development partnerships

We fortify our development programmes with world-leading assessments, endorsements, benchmarks and qualifications.



## Award-winning solutions



# Real business results



# 99.9%

achieve ILM qualification



# 25%

increase in on-the-job performance per learner



# 43%

promoted within 12 months



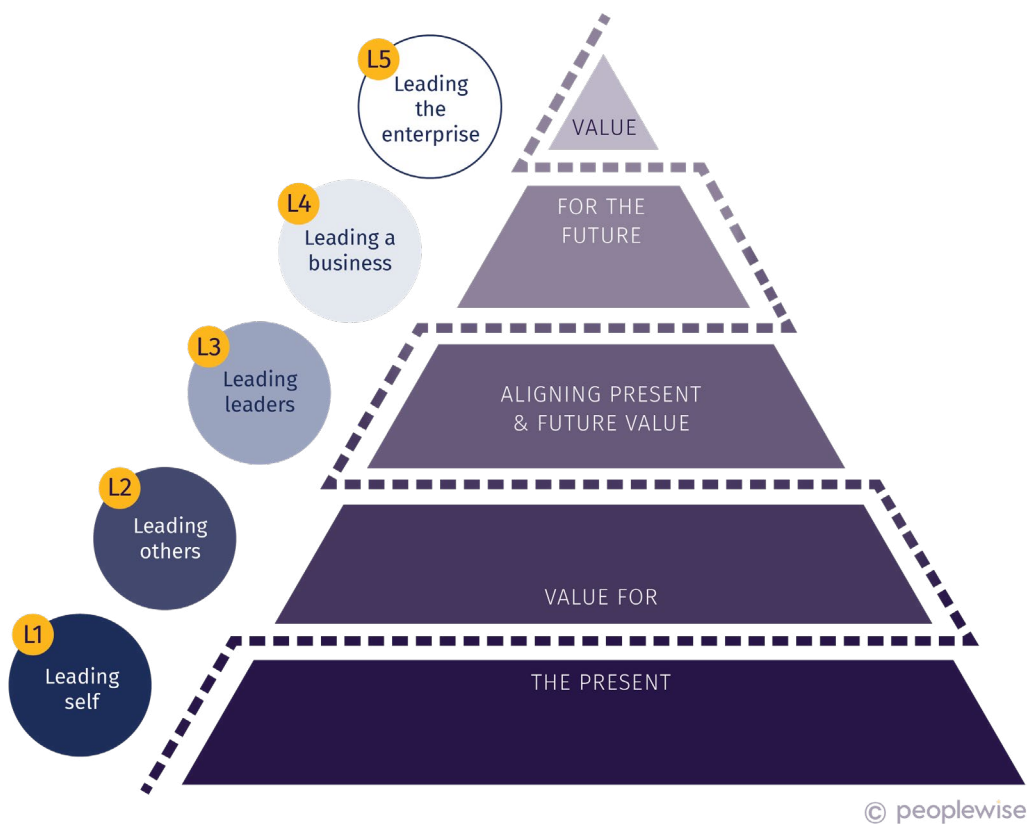
*"The depth of understanding of our business shown across the whole Peoplewise team is second to none, with the resulting output a quality, thoughtful, talent programme, solidly weighted in research, proven methodology and, more importantly, bespoke to our business. The talent pipeline resulting from the programme is providing leaders for today and the future, and successfully answering the succession gap we were previously experiencing."*

**Head of Talent,  
Corporate Real Estate, EMEA**

DEVELOP WHAT MATTERS

# Grow your talent

Our **Perspectives Leadership and Talent (PLT) Model** blends foremost theories of organisational development with our own research to pinpoint talent needs across all levels of an organisation: from Leading Self to Leading the Enterprise.



Our proven model for assessing and developing talent at every level provides critical insights into:

- ☆ The right assessment and development strategies to realise individual and organisational growth potential
- ☆ Skills and capabilities needed for success at progressive levels of an organisation
- ☆ Levels that individuals are comfortable and motivated to operate at
- ☆ Individual readiness and likelihood of success at a horizontal transition (within a level) or vertical stretch transition (to a more senior level)
- ☆ The right development methods to achieve successful transitions, mapped into role complexity, time horizon and critical capabilities to be developed



## HOW WE GET RESULTS

# Build real change

Our **Development Triad™** presents the three building blocks fundamental to effective learning and sustainable change in human beings: mindset, skills and tools. This simple yet powerful model enables individuals to break old habits and build new behaviours that are fit for purpose.

Each aspect provides a possible starting point, which we flex to suit the development goal and context.



### Create the mindset

- ✔ Define and shift the individual and collective mindset
- ✔ Identify the underlying blockages
- ✔ Frame new mindset and behaviours

### Develop the skills

- ✔ Identify and disrupt unhelpful patterns of behaviour
- ✔ Challenge bad habits and cross-train new ones
- ✔ Develop the necessary skills to support new behaviours

### Master the tools

- ✔ Our tools and framework help learning stick and transfer to the workplace
- ✔ Allow ongoing reflection and iterative learning
- ✔ Support reflection and interactive learning

# Talent development, solved

Looking for L&D programmes that maximise business results? We provide a full suite of proven development solutions, from one-off interventions and off-the-shelf workshops to bespoke programmes across every level of an organisation.

As your talent solutions partner, we can work with you to understand the problems you need to solve and then design the best possible solution to maximise talent growth and return on investment.



## Leadership development

Fuel high performance and successful transitions at every level of leadership



## Personal effectiveness

Target development of key behavioural capabilities



## Coaching

Accelerate growth through coaching interventions and qualifications



## Team development

Transform group dynamics to create high-performing teams



## Behavioural pulsing and analytics

Track, nudge and embed learner behaviour in real time with our Spark app



# Leadership development

Your leaders are the future of your business. With our award-winning leadership development solutions, you can nurture the next generation of leaders, build strong talent pipelines and give people everything they need to perform and transition successfully at every level of your organisation.

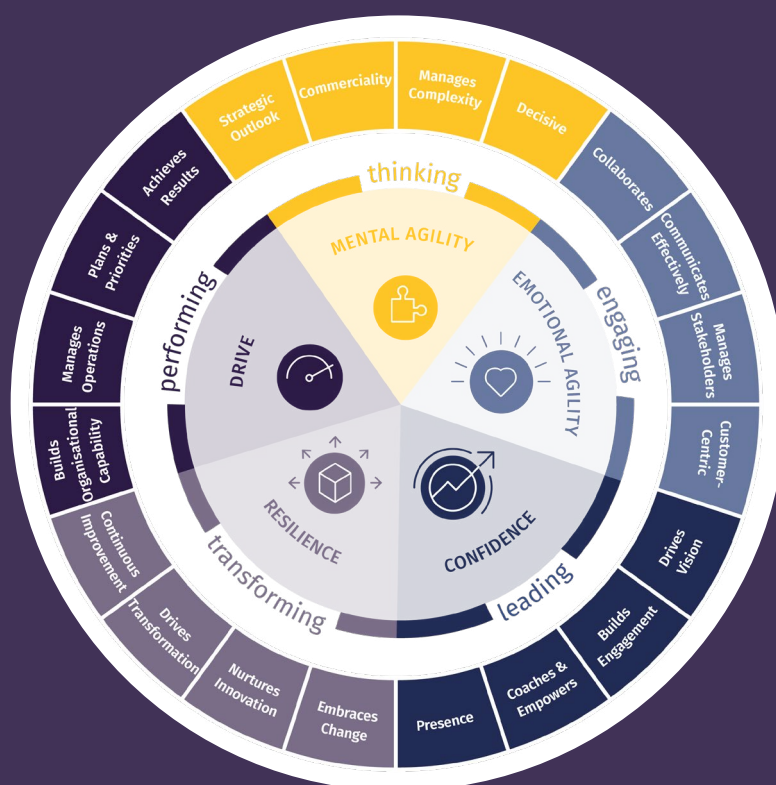
Our road-tested programmes, masterclasses and bite-size development sessions have a long track record of proven learning impact. They combine classroom training, facilitated online sessions, social learning and digital interventions to create a high-impact, blended learning journey that engages your leaders at their place and pace.

## Develop what matters

Based on our years of experience and research, we have identified the five critical psychological capabilities (*inner circle*) and five behavioural capabilities (*outer circle*) that consistently predict leadership success at all levels of an organisation. Together these represent the Potential and Competencies domains of our **Perspectives Leadership and Talent (PLT) Model**.

Our core leadership development offering targets the development of each domain capability. Used by itself or mapped against your existing capabilities model, it offers a powerful framework for your strategic talent development.

## Perspectives Potential and Competencies



## LEADERSHIP DEVELOPMENT

# What we offer

**Core leadership programmes and masterclasses**

Drawing on the domains of Potential and Competencies from our unique **Perspectives™ Leadership and Talent (PLT) Model**, our core leadership programmes develop the five critical psychological capabilities and five behavioural capabilities that are consistently linked with job success at every level of an organisation. Delivered in a flexible modular format, you can choose to do all five modules as a leadership programme and add in other key ingredients such as coaching, or you can choose just one or two deep dive masterclass modules to meet specific needs.

**Bespoke and hybrid leadership programmes**

We can combine our own expertise and experience with yours, designing programmes that meet your organisation's specific goals and preferences. We can build unique programmes from scratch or integrate selected modules from our core programmes. Our flexible delivery model means that we can design up-front or take an agile, emergent approach to target what is most needed as the learning journey progresses.

**Industry-recognised qualifications**

As a highest-rated ILM centre, CMI partner and accredited Apprenticeships training provider, we can fortify our development programmes with endorsements and qualifications to give your people world-leading standards, benchmarks and externally-recognised qualifications that evidence learning.

**Capabilities benchmarking**

Use our suite of globally validated psychometric and 360 survey tools to enrich, personalise and optimise your leadership development programmes. These provide unique insights into each learner's readiness, suitability and particular development needs, showing them – and you – exactly where to target development interventions for maximum impact.

**Tools to embed ongoing learning**

Learners usually have every intention to carry out their commitments, but business-as-usual activities can often take over and interrupt their application of learning. So, we offer a range of learning boosts and accountability tools that drive ongoing reflection, ownership and motivation to embed learning in real-world business contexts.

## LEADERSHIP DEVELOPMENT

# How we deliver

Our **Development Roadmap** is our proven approach to building leadership development programmes. It consists of four stages, each with a checklist of best practices, tools and options to optimise learner experience and business impact.

			
Select and configure	Discover and learn	Embed and accelerate	Reflect and celebrate
Baseline talent performance and potential future role capacity at the relevant level	Prime and personalise via self-directed learning	Increase accountability for behaviour change	Celebrate and recognise success
Verify learner motivation and readiness	Select critical learning components	Embed and apply learning into business	Deliver talent intelligence and track ROI
Optimise logistics for roll-outs	Utilise a range of techniques to learn the required leadership mindset, skills and tools	Ensure business ownership and representation	Create alumni to play forward experiences to future audiences

## Flexible delivery

Choose from different delivery formats to suit your needs.



All can be delivered virtually, face-to-face or hybrid.

# 1

### Development programmes

Holistic capabilities development

(3–12 months)

# 2

### Deep-dive masterclasses

Intensive skills development

(1–2 days)

# 3

### Bite-size sessions

Focused skills development

(2–3 hours)



# Personal effectiveness

**Regardless of job role or seniority, organisations need all employees to demonstrate common capabilities.**

Our personal effectiveness programmes build common and consistent people capabilities in your workforce to ensure everyone is able and willing to support business growth.

Whether off-the-shelf solutions or bespoke personal effectiveness programmes supported by psychometrics, the focus is on gaining insight into self and others and developing the critical behaviours that will deliver success.

We don't just leave success to chance. Our behavioural pulsing tool, Spark, can measure behaviour change in real time, post-development. This will give your business confidence and reassurance through evidencing ROI.





## PERSONAL EFFECTIVENESS

# What we offer

## Popular core topics

Influence with impact	Emotional agility	Strategic thinking
Presentation mastery	Collaborating with others	Cross-cultural communications
Building positive resilience	Customer relationship management	Facilitation and meeting skills
Navigating change	Conflict management	Negotiation skills
Remote and hybrid working	Creative thinking	Interpersonal skills
Decision making	Time management	Stakeholder management
Networking	Consultative selling	Diversity and inclusion

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# Coaching

Between 2019 and 2022, the coaching industry grew at an average rate of 7%, becoming a 20-billion-dollar industry in just three years. The reason behind this huge rise is simple: coaching delivers results.

Let us help you deliver transformational growth through our coaching solutions.

## Why Peoplewise?



### Proven STAR technique

Our coaches use our proven STAR coaching technique, which works at a psychological level to address root causes and transform human behaviour in a deep and lasting way. Our STAR approach is grounded in up-to-date science, going beyond generic, superficial behaviour change to shift limiting beliefs, break old habits and develop new mindsets. Our approach offers professionals of all levels the time and space to reflect, explore Strategic Alternative Realities (STAR) and achieve their full potential.



### Business understanding

Our coaching is purpose-built for the real business world, with coaches who have first-hand, senior-level business experience. Our track record with clients across all business sectors and around the globe means that we understand the realities of business growth and change, and how to equip people to thrive in that context.



### Professional standards

Our world-class executive coaches are qualified business psychologists, educated to Masters level or beyond, and are members of the International Coaching Federation (ICF), British Psychological Society (BPS) or similar regional governing bodies. This means you can be sure that we bring the highest standards of expertise, ethics, curiosity and passion.



*"Executive coaching with Peoplewise has clearly accelerated my career trajectory. The structured programme enabled me to enhance my strengths and develop my strategic thinking to successfully navigate the executive landscape. My coach was skilled at bringing the very best out of me through a combination of psychological evaluation, competency analysis and behavioural appraisal wrapped together in a safe and enjoyable environment. Their coaching has been a true door-opener to enhance my capabilities and ensure long term strategic thinking at the highest level."*

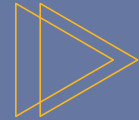
**Managing Director**  
Global facilities management sector

## COACHING

# What we offer

## One-to-one coaching

We offer personalised, one-to-one coaching programmes for all levels of an organisation and across a range of contexts.



### Transition coaching

Transitions can be incredibly varied, from role changes, adapting to a new seniority or expanding career horizons in other ways. A smooth succession or transition of an individual to an executive role, for example, can make or break wider organisational success for months and years to come. Building personal impact and resilience are just two of the typical areas of focus of transition coaching. Both are essential parts of leadership.

#### This coaching is ideal for:

- Those stepping up or stepping across in remit
- Executive leaders joining the C-Level for the first time
- Any experienced employee going through career change of some kind
- Supporting individuals experiencing change



### Coaching for high-potentials

High-potential employees have the ability and ambition to succeed in organisations. This is for those rising stars to develop leadership capabilities and accelerate career growth.

#### This coaching will help:

- Develop a robust pipeline of leaders who feel nurtured and valued
- Develop the individuals' influencing capabilities – vital skills for future, senior roles
- Spark greater self-awareness, which will enable them to be agile and adapt
- Motivate them to explore, identify and achieve their potential
- Give them that confidential space to overcome limiting beliefs



### Coaching for board members

Our highly personalised, one-to-one coaching for board members provides a trusted, safe space to reflect and talk, supporting them to maximise their personal contribution and impact on the board.

#### This coaching will help to:

- Gain clarity on their unique leadership purpose at this level
- Assess individual strengths and development areas and how these can be best leveraged
- Identify blind spots or areas of political and strategic improvement
- Develop impact and executive presence
- Explore challenges in a confidential space and confide in someone as a 'sounding board'

# Team development

Few things can derail businesses like dysfunctional or disengaged teams. High-performing teams, on the other hand, are the lifeblood of successful organisations.

We work with teams to understand and strengthen relationships, align individuals to strategic goals, accelerate performance and energise transformation.



*"Following an organisational update to support our ambitious growth plans, my leadership team had expanded across Europe, and I was keen to accelerate knowledge-sharing, collaboration and team connectivity. Addressing topics such as personality differences, matrix working, and cross-cultural communication, Peoplewise facilitated a tailored and inspiring leadership off-site for me, which brought greater appreciation, alignment, and commitment to our ways of working."*

*"I have partnered with Peoplewise across a number of years now, using their executive coaching and team facilitation solutions, and find that their psychological credentials combined with their business know-how and flexible attitude, make them a trusted organisational development partner."*

**Divisional President**  
Corporate real estate sector



## TEAM DEVELOPMENT

# What we offer



## Team coaching

Improve collective performance and find strength in a team's unique dynamics through team coaching.

### This coaching is ideal for:

- Helping teams to develop strategy and share their vision
- Supporting team integrations
- Identifying team performance issues and strategies with actions for optimisation
- Enhancing understanding between team members and team dynamics
- Identifying team strengths, risks and leverage points to enhance performance
- Building positive, change-ready team cultures

**Team coaching provides protection and inspiration for better working, connectedness and impact.**

## Team coaching solutions

We offer flexible team coaching solutions and our most popular are half-day or full-day off-sites. We use a number of our proprietary tools, including our Influencing Styles Profiler, DISC Personality Profiler and Positive Resilience Profiler, to deliver high-energy, deep-insight team workshops.

## What a team workshop could look like:

### Defining our high performing team and creating team flow

- Setting the groundwork
- Building trust

### Understanding different personality types and where I fit in

- This is our team
- Know thyself, know thy teammate

### Strengthening team relationships and how we work together

- Building a more cohesive team culture
- Strategies, action planning and commitments



Fully accredited coaches. Proven STAR approach.

# Spark: Behavioural pulsing and analytics

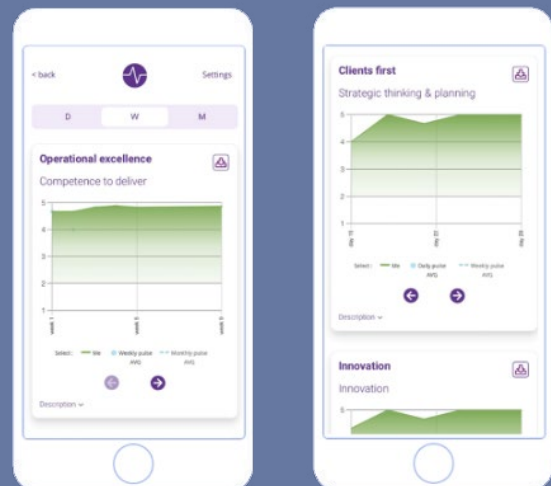
**Track, nudge and embed learner behaviour in real time with Spark, our behavioural pulsing tool.**

Learning isn't finished when your people leave the classroom or coaching session – it's only just beginning. And the science is clear: giving people regular opportunities to receive, reflect on and act upon personal feedback is a proven way to accelerate positive behaviour change.

This is why we created Spark. With this user-friendly web app, each learner can select the behaviours they want feedback on and invite others to rate them. They get this feedback instantly, enabling them to continually improve and track progress against their personal objectives.

Pulse checks are equally effective in team contexts. For example, sales and service teams can receive real-time customer feedback on their performance to improve customer service KPIs.

This personalised and data-driven approach empowers individuals and teams to maximise growth on their respective programmes and development journeys.



## Enable: talent analytics

Using our digital talent platform, Enable, you can collect and analyse Spark's behavioural talent data at individual, team and organisational levels.

This gives you a unique opportunity to track behaviour and performance change and identify training needs. With sophisticated data analytics, you can make data-driven talent decisions and measure the return on investment of your talent development activities.



# The choice is yours

When it comes to developing leaders, one size does not fit all. That is why we give you flexibility to choose the approach that is best for your business. These questions are a good place to start.

## How big are your goals?

Choose **deep-dive masterclasses** or **bite-size sessions** for quick development gains in specific areas or choose **development programmes** for larger talent transformations. Add **learning boosts** and **behavioural pulsing** to promote accountability and embed learning in real-world contexts.

## How complex are your needs?

Use our off-the-shelf **core** solutions when you need simplicity and speed. Let us build **bespoke** solutions for complex challenges and contexts. Alternatively, combine both with a **hybrid** approach.

## How do you want to engage?

Deliver **in-person** for immersive individual and group experiences. Deliver **virtually** for self-directed learning and greater scalability. We offer a hybrid programme for the best of both worlds.

## What does success look like?

**Baseline then build** your high-potential talent to let the data direct your investments. Alternatively, **build then baseline** your talent potential to give everyone the opportunity to grow and identify top talent ready for further stretch or promotion. Whichever route you take, know why and stick with it for best results.



# We can take you further

## Assess

Our research-led psychometric, assessment and analytics tools reliably measure people's capabilities and predict their potential, so that you can make better hiring and investment decisions.

## Coach

Our one-to-one coaching programmes accelerate growth in a range of contexts, from executive leadership coaching and high-potential development to performance improvement and leading through times of change.

## Perform

Our research insights, team workshops and change strategies identify and build change-ready cultures, strong talent pipelines and high-performing teams so that you can achieve effective transformation and sustainable growth.

# Let's talk

Are you ready to take your organisation's development to the next level?

Contact us to get started.

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FIND OUT MORE

[peoplewise.co.uk](https://peoplewise.co.uk)

# peoplewise

WHERE PSYCHOLOGY TRANSFORMS BUSINESS

Peoplewise is an award-winning business psychology consultancy specialising in assessing potential, developing leaders and transforming business.