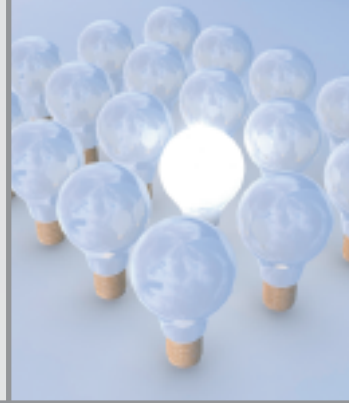




## People and Organisations

### Team Development Programmes

Following a period of major change our Client had identified a need to consolidate and improve their leadership performance. It was vital for the strategic growth of the company that leadership be vested in the team, not just in the MD. Despite a successful trading period, organic growth was a key component of the strategy and the leadership team had to work together rather than as a group of individuals.



VBL designed and delivered two short programmes separated by three months. Each programme combined active team-based learning with group work designed to bring the individual team members closer together, and to ensure effective delivery of the strategy.

#### Features

- ▼ Clear identified programme goals linked to the business strategy
- ▼ Staff survey to provide accurate data prior to the programme.
- ▼ Development of SMART action plans to be implemented at work
- ▼ Internal and external coaching support



#### Outcomes

- ▼ Increased focus on business objectives
- ▼ A leadership team that both supports and challenges
- ▼ Greater resilience in the face of difficulties
- ▼ A coaching support mechanism within the team

*"The difference this programme has made to the team is remarkable. It exceeded the normal high standards I have come to expect from VBL. Fantastic and challenging."*

Client MD

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