



ethos consulting

Creating High Performance Organisations

*“The Leadership Performance Program (LPP) was widely acknowledged as a key driver of cultural change in the business. Since then **ethos** have facilitated top exec off-sites (team development events) as well as global leadership conferences. In all guises, they are magnificent facilitators, able to handle difficult people in tough situations, as well as being a quiet, but strong and guiding force when called upon. **ethos** always keep things on track and ensure a clear outcome. Their insight, intellect and authenticity have been invaluable.”*

Karen Geary
Global HR Leader (CHRO/CPO) and
Business Transformation Executive

Context

The client, a UK based global business software company, operating across 24 countries with a headcount of 28,000 personnel, had been working in conjunction with Durham Business School to create a leadership competency framework. Through an internal diagnostic against this framework, the Board established that the competencies and capabilities of their senior leaders required targeted development.

What did our client require?

Recognising the inherent spread of talent within the existing 100-strong senior team, the Board were keen to focus on increasing the overall bench-strength of this group through a bespoke Leadership Performance Programme. This LPP would see them collaborate with ethos to design and deliver a programme, with the Board acting as the delivery faculty.

How did we respond?

Our strong track record of taking a collaborative approach to both design and delivery saw us work closely with the Board to create a 4-day, highly bespoke residential development programme. Comprising a broad range of valuable leadership skills, the programme paid particular focus to emotional intelligence, personal impact, systems thinking, organisational alignment, crucial conversations and functional integrated teams. The over-arching theme of the content was aimed at creating leaders who would proactively shape the direction and strategy of the organisation in order to operate as a leading global player of the future.

What did we deliver?

We delivered a series of LPP programmes to the Top 100 global leaders with ethos Directors acting as “Master Facilitators”, while each separate day of the programme was delivered by a different member of the Global Board. We went on to design and run our client’s global leadership conferences, and we continue to do this. These conferences have seen us work with the client in the UK, France, Spain, Germany, South Africa and the USA.

What did this mean for the client?

Our collaborative approach has allowed the client to draw on our expertise as and when required to support the development of a first-class leadership team and drive valuable culture change in the business. Since the initiation of the LPP, the organisation has radically reinvented itself, undertaking a global reorganisation which has focused on creating a core team of strategic leaders and driving increased profit within the business. As an organisation, they have moved towards the cloud and software as a service (SaaS). Crucially, their share price has increased as a result of developing and implementing a more focused global strategy.

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