

PORTFOLIO SNAPSHOT

All packages are customizable - many more options available upon discussion.
All can be facilitated f2f or virtually on line.

1. EXECUTIVE-LEVEL INTERVENTIONS

- a. Change Management
 - a. Training Interventions to support a change strategy, targeting the Executive Sponsor, the Change Team and the Employees, further enabling the desired change
- b. Strategic Thinking and Development Process for Business Issues
 - a. Specific Business Issues
 - i. Corporate People Frameworks
 - ii. Corporate Business Planning
 - b. Strategic Planning
 - i. Strategic Directions
 - ii. Strategy Map / Strategic Objectives
 - iii. Scorecard of Initiatives, Measures and Targets
- c. Team Events; may be based around a psychometric tool team initiative
- d. Start Up Thinking - Vision, Values and Mission in imagery

2. YEAR-LONG LEADERSHIP DEVELOPMENT INITIATIVES

Typically a mix of:

- Knowledge Component
- Assessment as per priorities of organization
 - ECR (Emotional Capital Report) [Roche Martin](#)
 - DISC (Behavioural Profiling)
 - LPI (Leadership Practices Inventory) [Kouzes and Posner](#)
- Executive Level Coaching
- Board Presentations for a successful business intervention

3. CHANGE MANAGEMENT INITIATIVES AND PROGRAMS



‘business en motion’ supports enterprize-wide Change Initiatives through coaching and mentoring the Change Team, working one-on-one with Executive Sponsors, taking responsibility for Change Management tasks etc.

In addition, a Change Management Practitioner Certification Program is offered in conjunction with the Prosci® ATP (Authorized Training Provider) Denmark-based HUMAN UNIVERZ. Other programs in the portfolio include the Sponsor Briefing, Leading Your Team Through Change, Employee Orientation to Change, along with additional options.

4. LEADERSHIP PROGRAMME



The Leadership Challenge is a set of five leadership practices, in an evidence-based framework (LPI) that will help folk to perform at peak potential. Leaders use these practices to transform:

- values into actions
 - visions into reality
 - obstacles into opportunities
 - separateness into solidarity
 - risks into rewards
- | |
|-------------------------|
| Model The Way |
| Inspire a Shared Vision |
| Challenge The Process |
| Enable Others To Act |
| Encourage The Heart |

The Leadership Challenge Delivery options exist across the full gamut, from a 2-day workshop, through to being a guiding component of a long-term Leadership Development Initiative, including mentoring and online learning options. A ‘must-have’ to strengthen your corporate culture for the changing world.

5. 'DISC' PSYCHOMETRIC BEHAVIOURAL PROFILING APPLICATIONS

DISC is a psychometric tool, scientifically-validated for over 50 years. It defines individual's natural and adapted behaviours and responses, highlights the associated and likely emotions and blind-spots and offers insights into how to forge greater connectivity and interpersonal relationships.

'business en motion' successfully applies DISC to corporate initiatives and workshops in the following arenas:

- Executive level team strategic alignment
- Sales environments
- Team Building

6. SUPERVISORY PACKAGED PROGRAMMES and FRAMEWORKS

Flavoured with traditional or contemporary components, and peppered with many delivery options, some modules may include:

- Introduction and overview
- Effective Communication Skills
- Creating a Motivational Environment
- Delegation by Degree
- Ambassadorship
- Development Dialogues
- Effective Interviewing, Recruitment and Selection
- Building an Effective On-boarding and Orientation Process
- Effective Teams
- Leading Change
- Building a Learning Organization

Available **only** for organizations with matured learning pathways, strong strong organizational culture and organizational competencies/frameworks.

7. ON-JOB SKILLS TRAINER PROGRAMMES

Customized to the needs of your organization's training mechanism, to ensure facilitators will support and strengthen accordingly.

8. eLEARNING

Skills-based, SCORM-compliant 'Technology Learning Packages' based on Tell-Show-Have a Go methodology

Facilitation of 'social constructivist' corporate learning communities

9. ADDITIONAL

- Design and Develop a People Culture
- (Referral to) Global English (the leading and most corporate-wide English Language and Business Communication Skills)
- Executive and Leadership Coaching Services
 - Conflict Resolution
 - Toxic Communication
 - Diversity Issues
- Corporate Culture and People Plans
- DISC Behavioural Profiling
- Leading the Corporate Future (designed for *evolved* leaders with people and organizations 'ahead of the game', creating the change the corporate world requires - refer 'embers of the world')