

Leadership development



Bespoke programmes designed to support your business strategy

**Q Do you have the leadership skills in-house to deliver on your business strategy?
Are you doing enough to support the development of your leaders?**

Having effective leaders at all levels is something that sets apart the best organisations from the rest. But this doesn't just happen on its own – you need the right leadership development strategy and we can help. After first gaining a good understanding of your business context and particular leadership challenges, we create tailored programmes to fit the specific development needs of your leaders. Our experienced team can design, deliver and evaluate a wide range of interventions to help your leaders raise their game.

Tackling your leadership challenges

Your leaders are facing an increasing number of challenges arising from a rapidly-evolving workplace. Identifying and successfully addressing your leaders' top development priorities will have a huge bearing on your bottom line, resulting in as much as a 23% increase in organisational performance. Here are some of the leadership development challenges we are most frequently being asked for support with:

- Identifying and developing future leaders
- Preparing for leadership transitions
- Giving feedback effectively
- Building resilience, confidence or emotional intelligence
- Developing influencing skills

A range of solutions for different leaders

Differing leadership challenges, organisational cultures and contexts mean that a one-size-fits-all approach has major drawbacks. Instead we work with you in a flexible way making recommendations about the best delivery, content, methods, techniques or tools depending on the level and priorities for your leaders. Our experience has seen us devise programmes for executives and senior leadership right through to first line managers and emerging leader populations. We've outlined below just some of the delivery options, tools and techniques we offer:

- 1:1 executive coaching
- Top-team development
- Actor simulations including real play and forum theatre
- 360 degree feedback / psychometric evaluations
- Workshops
- Development centres / leadership clinics
- Action learning sets
- Workplace shadowing

We recognise that today's leaders are facing all manner of challenges in an ever-changing workplace, and that leadership development priorities will differ from one organisation to the next. That's why our approach reflects this fluidity and flexibility, with programmes designed around your leaders' specific needs.

Resilience Culture Unconscious bias
Vision Feedback Productivity Busy mindsets
Storytelling Diversity & inclusion Leadership
Performance management Strategy Emotional intelligence Teams

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Why choose ETS?

We are experts in defining, measuring and developing the key strategic behaviours that will maximise your competitive advantage. Working in close partnership with our clients, we take a creative approach to your challenges while also ensuring that the work we do is embedded and, crucially, that we can measure its impact and return on investment.

Hear from some of our clients below on their experiences of working with ETS

“ I undertook the coaching to aid my career progression at RBS. The coach from ETS was attentive, supportive and gave me honest feedback, while keeping us focussed on the end goal. It helped me to become a more effective communicator, which has enabled me to deliver better service for my customers, while also improving my profile and network. ”

Director, Real Estate Finance, RBS

“ I enjoyed the sessions and found the mixture of discussions and different types of activities to be both thought-provoking and challenging. This programme has had a really strong impact on the way I operate within my role. I've used the techniques in lots of situations and as a result, I have developed and grown, and have even been given a larger global remit. ”

Sector Operations Manager – Gorkana

“ Really great session. Steven [from ETS] encouraged participation and confidentiality in the group, which was great... Very interesting course, reassuring as well as developmental. ”

Manager population – large online fashion retailer

If you'd like to speak with us in detail about any of our leadership development programmes and workshops, please contact us:

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