



5 Steps to achieving results

Leadership and Team
Development Consultancy

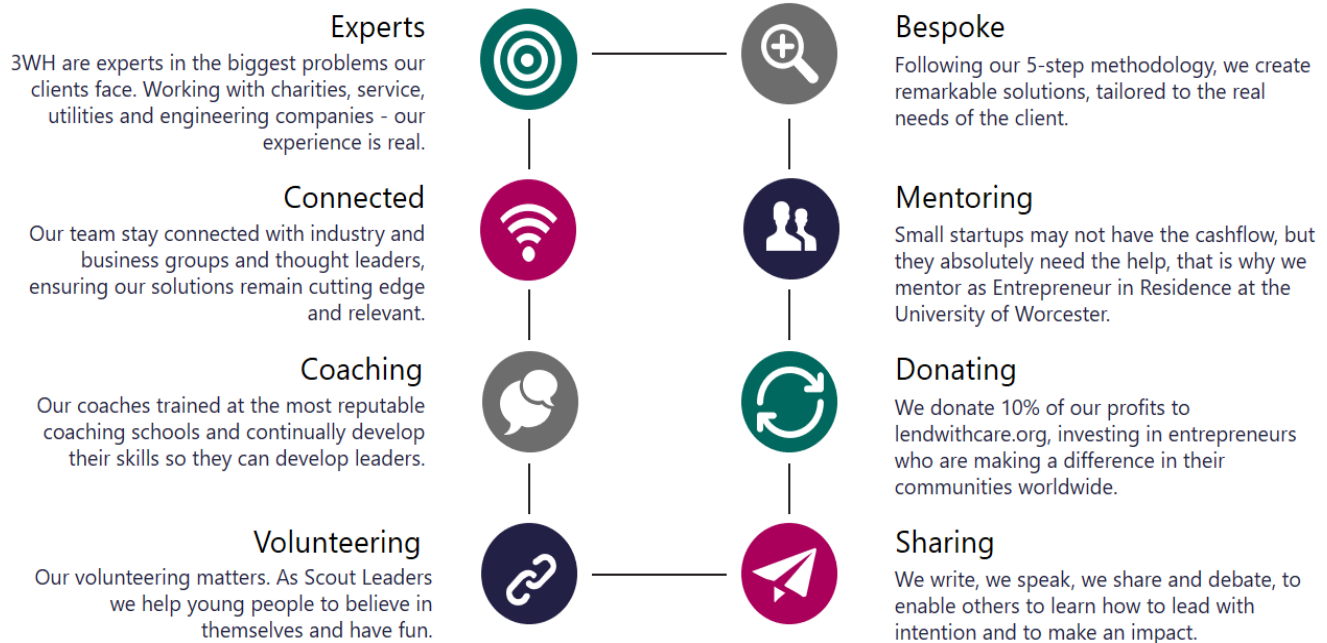
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Creative Manager company, inc

3WH

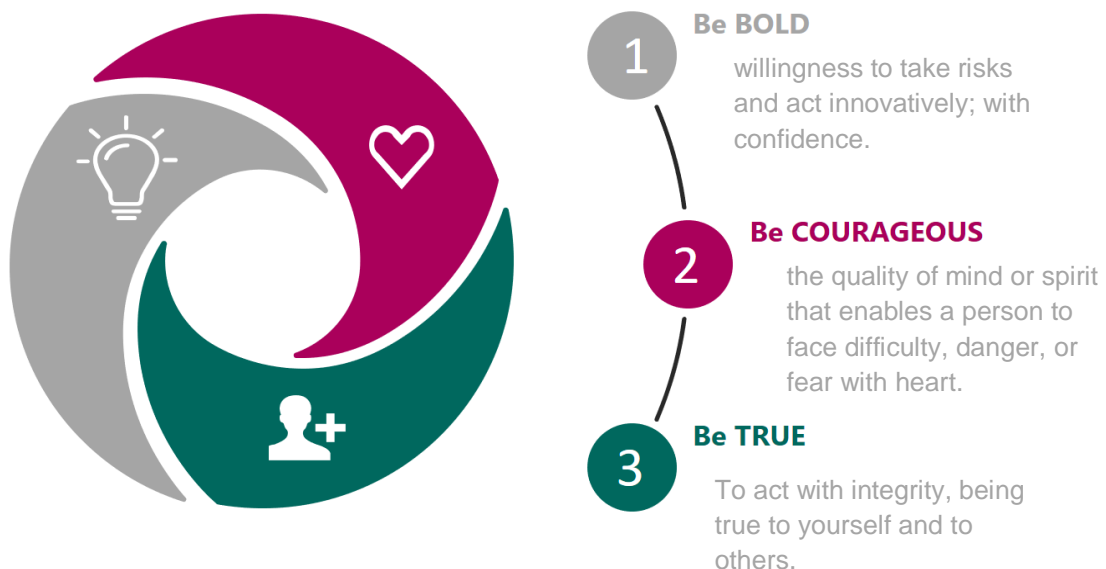
Who We Are



3WH develops leaders who want to create a positive impact on their business and create a culture of high performance.

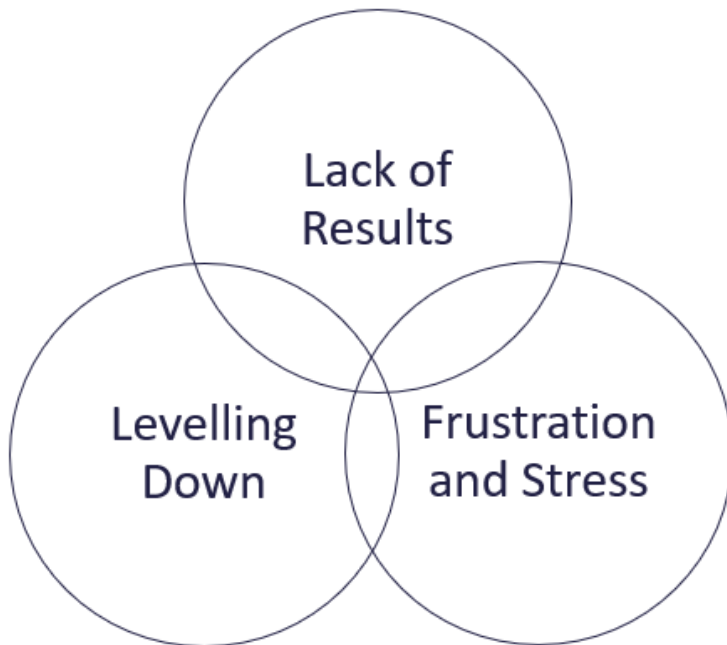
Founder Lucy Barkas has always believed that people are a company's greatest asset but understands that we can all be the greatest blocks to results too.

Based on the belief that with great leadership, teamwork and trust at the very foundations of any business and the empowerment of its people breathing life into it, any business can achieve its full potential.



Leaders

Journey



In a world where the education system continues to focus on knowledge and passing exams, employers are struggling to find talent with the essential skills required to step up and solve the problems of the business. Out of need, leaders are now investing in their people to develop the keys determinates of success.

87% HR leaders say talent and leadership development is #1 strategic priority.

1. RESULTS

Leaders are excited, ambitious and focused on delivering results and everyone is looking to them to achieve, yet they aren't succeeding in all areas of the business plan.

2. Level Down

Whilst they want to focus on vision, strategy, alignment and ultimately delivery, they find themselves levelling down into problem solving or driving for performance.

3. Frustration

Excitement soon turns to frustration, impatience, longer hours and stress and eventually you the leader loses the confidence of the people they are trying to inspire.

3 Typical problems facing leaders

Whether you are a new leader, or a leader taking on a new role or team, many experience the typical problems that prevent them from achieving results fast.

We know this from our research and from what our clients are telling us.

We develop leaders to develop a culture of personal responsibility for results.

The 5-step method

We tend to think that what matters most is having great leadership from the top, but that doesn't amount to much if you haven't got exceptional leaders at every level. That's where great things really happen.



01 We take time to research the real underlying issues, so we can create a solution that makes a difference quickly.

02 We use a range of tools including competency assessments, personality profiling, 360 feed-back, coaching and strategy sessions to catapult development so leaders can focus on their strengths,

03 We work with the senior team to build trust, remove political agendas and gain commitment to put personal gains below the gains of the team.

04 We work with leaders and managers across businesses to become role models in the culture and be the change to achieve the strategic aims,

05. We support leaders in embedding the changes vertically, to embed and sustain the practices that secure success.

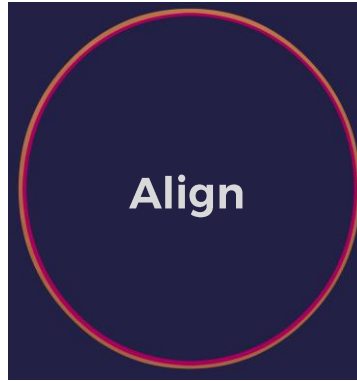
Your options



Leader programme 6-9 months

A complete programme which takes leaders on an individual journey of development blended with developing their own strategic leadership team.

- Coaching
- Workshops
- Personality profiling
- 360 feed-back
- Team development scorecard
- Skills development



Business Programme 9 months

Think of this as inspire +

Leaders must align their teams to deliver. This programme supports leaders by developing Managers and rising talent.

Using the same structure as Inspire, we take a blended approach to create a consistent approach across your business, but meeting people where they are in their careers.



Sustain 24 months

For businesses that require a new approach to culture, processes and behaviours, this is the programme for you.

We help you to develop your strategy and then create the organization to deliver it.

From organizational structure, to performance management, onboarding to career development, reward to recognition, we can help you develop your people and your business.



Bespoke

01

Diagnose your priorities

We don't believe in sheep dipping or one size fits all. All businesses, and all individuals have different priorities and strategies. 3WH create a bespoke programme that meets our clients' needs yet grounded in the 3WH 5 step method.

02

Partnering

We are invested in our clients' success and act as trusted partners. We don't turn up, deliver and leave, because we don't believe that gets results. Change takes time and we stay by our clients' side to guide and support them through change.

03

Flexible

Change in business is rapid, and that is why we adapt and flex our approach throughout the delivery. Our consultative approach means that our clients are still in the driving seat.

CLIENT STATEMENTS

We are a humble bunch, so why not hear what some of our many satisfied clients say.



Kiet Huynh
Managing Director



We kickstarted our programme with a two-day team work session. Without a doubt this has been the best investment I have ever made, and from a personal note, the best investment in my own development.



Alison Garvey
HR Director



We were looking for a step change in management behaviours, so they could start leading. The approach of 3WH is flexible, fast and bespoke which aligns to our approach to business. A perfect fit.



Robert Sidley
Head of Learning and Development

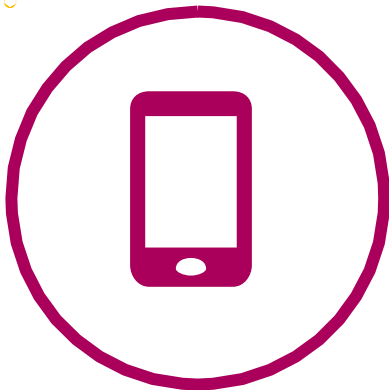


We initially engaged with 3WH to support our Sales and Marketing leadership team. The impact of 3WH has been overwhelming. The approach, methods and tools challenged existing ways of working and engaged the learners at different levels. This caused a level of reflection that has challenged the beliefs and attitudes of the sales management team. There was no hesitation in engaging with 3WH to support other functions within the wider organization.

YOUR INVITATION

We specialize in working with Leaders who run a business or department with 3-4 tiers of management. We know this is when culture and behavioural change becomes a challenge and that quick results become harder to achieve.

C



A Conversation

Any great relationship starts with a conversation, so let's schedule a call. This is an opportunity to see if we are a good fit for each other. Due to the thorough and partnering approach, we only onboard 1 new client a month. Our emphasis on delighting our clients means that we only work with clients who are ready to make the change and to do so with boldness and courage. If this sounds like you, we should talk.



The Diagnosis

If you think that we are a good fit for you, then we invite you to engage in a diagnosis session. This is generally a deep dive in the key issues and barriers to your business success. We may run focus groups with various members of the team to double click on their perspectives and concerns. 3WH will then provide you with a comprehensive diagnosis report with a recommended approach.

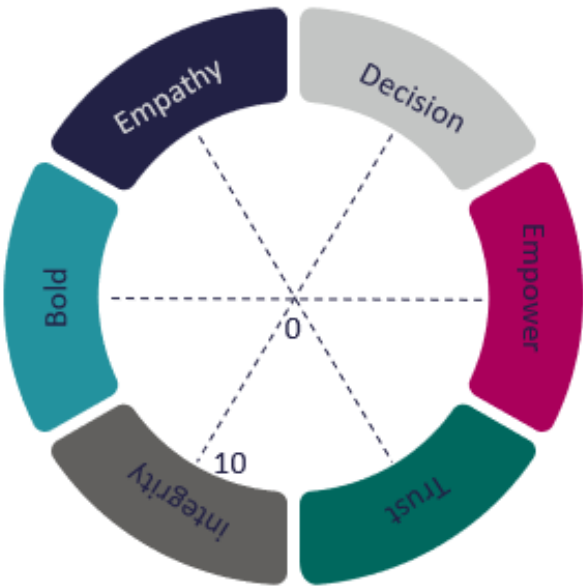


The Partnership

If you like our solutions, then we invite you to partner with us to make the impact you want and need.

The onboarding process will give you and your teams confidence in the journey ahead of them. We communicate fully and help you to get your people on board, so when the work commences, everyone is excited and ready.

SELF DIAGNOSIS



Leadership Wheel

A useful tool to assessing where you, or your culture currently “sit” is to assess against core competencies or leadership behaviours.

Identify the key priorities within your culture or leadership team and then rate out of 10 how important that quality is.

Then assess how you would rate the overall performance against that quality or competence.

This takes honesty and is a great exercise to do with your team, independently and then together.

This self-diagnosis can help you to identify where your biggest blocks and barriers lie, and to create a strategy to overcome them.

Be BOLD and TRUE.

Behaviour/Skill/Competency	Current skill level (/10)	Priority (/10)



Be BOLD, COURAGOUS & TRUE

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