



LEADERSHIP DEVELOPMENT

GRAHAME ROBB ASSOCIATES LTD

RELEASING THE POTENTIAL OF INDIVIDUALS, TEAMS & ORGANISATIONS

Founded in 1989, Grahame Robb Associates Limited (GRA) specialises in learning and development programmes which release the potential of individuals, teams and organisations.

We have extensive experience delivering innovative, bespoke organisational and people development programmes to a range of clients across all industries. We work in the areas of:

- Leadership Development
- Team Development
- Culture & Behaviour Change
- Organisational Strategy & Vision Implementation

We own and operate two purpose-built outdoor centres, designed specifically to support high impact, indoor and outdoor experiential learning and leadership development.

Our Outdoor Learning Centre near Reading is located within the grounds of Wokefield Estate, in 15 acres of mature oak woodland. We are also the Official Leadership Partner of the English Football Association at St. George's Park, owning and operating the Outdoor Leadership Centre at the National Football Centre.

Furthermore, we have the capability to go mobile and virtual with many of our learning and development simulations, leadership modules and team challenges.

To find out more visit: www.gra.uk.com/about-us

OVERVIEW OF GRA

OUR APPROACH



Whether you're looking to assess, develop, engage or support your leaders, we will tailor a leadership development programme specifically to your organisation's requirements to equip them with the necessary skills.

We will work with you to discuss the potential tools and modules we believe would have the biggest impact. We understand what great leadership looks like to your organisation (including benchmarking), so we will ensure the programme offers you real value and results.

We have over 30 years of experience designing and delivering results-focused leadership development programmes that produce better leaders, more effective teams and sustainable behaviour change.

We have worked with organisations around the world of all sizes and from a wide variety of industries. We know there are common traits organisations seek to develop:

- Leaders who can grow the business
- Leaders who can inspire and develop others
- Leaders who can develop a strategy, communicate it and accomplish it

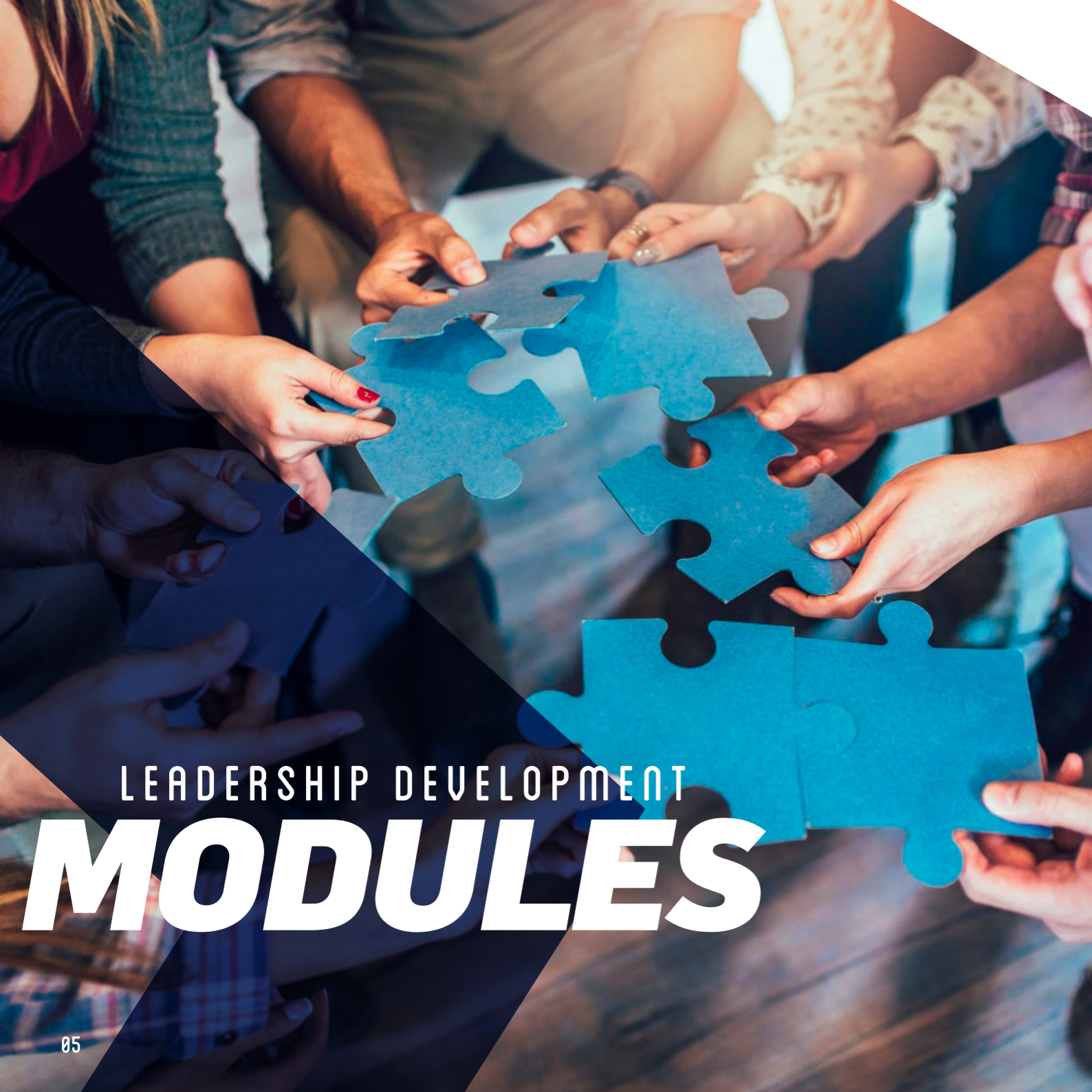
To be able to achieve these outcomes, we believe great leaders must be able to:

- Develop a vision
- Engage with and influence a diverse range of stakeholders
- Understand their own leadership style and how this impacts others
- Be clear on what it takes to help the organisation build its reputation and revenue
- Hold difficult conversations around behaviour and performance
- Be resilient to change and manage it effectively
- Understand how to change human behaviour

We'd really like to arrange a meeting with you to discuss the development needs of your organisation to best support your leadership development requirements.

For further information or to book your meeting contact us on:

enquiries@gra.uk.com or 01962 779911



LEADERSHIP DEVELOPMENT MODULES



RESILIENCE FOR RESULTS

Thriving in a Changing World

RESILIENCE FOR RESULTS

GRA's Resilience for Results programme embraces cutting edge diagnostics technology, proven tactics and techniques as well as practical exercises to provide employees with the tools to enhance their mental, physical and emotional resilience in the workplace. This adaptability enables them to thrive under pressure and offer a beacon of guidance, support and strength to others in the team.

LEARNING OUTCOMES

- Build a greater understanding of what resilience means
- Be able to recognise the difference between pressure and stress
- To understand what happens to the body in times of stress
- To learn practical ways in which to manage and deal with our own concerns in relation to stress and resilience levels
- To take away practical options of how to support other people in relation to stress and resilience levels



KEY MODELS & TOOLS

- Inner Balance™
- GRA's 'Drain vs Gain' Landscape
- 4 Domains of Resilience
- Prepare, Adapt and Recover
- Practical Exercises
- Outdoor/Indoor Experiential Tasks



SELF & TEAM AWARENESS

GRA's Self & Team Awareness programme will ensure that members of the team are able and encouraged to 'look in the mirror', improve their self-awareness and understand how to build a high performing team. Through personality profiling and team development theory, they'll learn how their own profile impacts on others and the complementary styles required to create sustainable success.

LEARNING OUTCOMES

- Increase self-awareness of your own profile, team contributions, behaviours and how they impact the performance of others
- Gain personal feedback from a variety of questionnaires, tools, techniques and practical exercises. Understand how these can be used to improve individual and team performance
- Get to know other team members better and participate in the process of building an effective team/network across the business
- Understand personal motivation and the motivation of others
- Develop personal action plans and maintain on-going support to implement these new skills



KEY MODELS & TOOLS

- Belbin® Team Roles
- Identify Behaviours of World Class Teams
- Practical Exercises
- Outdoor/Indoor Experiential Tasks



BUILDING A SHARED VISION

GRA's Building a Shared Vision programme utilises a proven framework and guided by our experienced facilitators, team members will contribute to the assessment of the current situation, development of a new vision and commit to an action plan that operationalises the strategic objectives of the organisation. Building a compelling, shared vision for the future of your organisation is critical to energising, inspiring and engaging your employees to work towards a common goal and create a platform for long-term success.

LEARNING OUTCOMES

- Analyse the organisation's internal and external environments to interpret the opportunities and challenges that exist
- Recognise the level of influence you have in regards to the organisation's weaknesses, opportunities and threats
- Align on the strategic vision you want to create for the organisation and decide the critical priorities to close the gap between the current reality and the future state you aim to achieve
- Understand how to operationalise the strategic vision and enhance the links between the organisation's strategy and people's day-to-day activities



KEY MODELS & TOOLS

- SWOT & PESTLE Analysis
- Levels of Influence Tool
- Stakeholder Analysis
- GRA's Critical Success Factor Template
- SMART Goals



LEADING FOR RESULTS

GRA's Leading for Results programme prides itself on the accessibility of our behaviour change model and its real-world application. We aim to move away from complicated competency frameworks to focus on what truly matters to deliver consistent performance. Through plenary discussions, practical exercises and facilitator observations, we utilise our model to challenge preconceptions and focus on the attitudes, skills and knowledge required to enact key behaviours for improved performance linked to a common purpose and organisational objectives.

LEARNING OUTCOMES

- Identify a personal purpose and the attitude, skills and knowledge that can be translated into high leverage behaviours for success
- Develop action plans for enhanced learning transfer and application of the key behaviours
- Learn how to adapt and flex a leadership style to individuals and their personal development needs
- Understand GRA's flexible behaviour change model to utilise within individual teams and demonstrate best practice
- Discuss real and perceived blockers which exist to limit performance and implementation of the model
- Identify how to support others, hold one another accountable and create dialogue

KEY MODELS & TOOLS

- BASK Model
- Reaction to Job Questionnaire
- Mapping Your Career
- Action Planning
- Practical Exercises



EXECUTIVE COACHING

GRA offer specialist coaching programmes which focus on enhancing the capability and performance of individuals and teams for personal and business benefits. From one-to-one executive coaching to training for small teams, our services can be tailored to meet the needs of the organisation.

Our executive coaching workshop utilises deliberate practice and a step-by-step approach that allows participants to craft their own SMART goals from their existing business strategy; creating alignment with motivating and measurable outcomes.

LEARNING OUTCOMES

- Understand your strengths and how to leverage these positively
- Understand any potential blind-spots and the impact this may have on relationships and results
- Highlight any gaps between where you currently are (personally or professionally) and where you want to be
- Develop a meaningful action plan and set SMART goals that will close gaps, address blind-spots and maximise your potential



KEY MODELS & TOOLS

- Mapping Your Career
- Reaction to Job Questionnaire
- Belbin® Individual or Team Reports
- Great People Inside® 360° Tool
- Wheel of Life
- GROW Model
- SMART Goals

EXPERIENTIAL BUSINESS SIMULATIONS

GRA's Experiential Business Simulations are designed to replicate the real-life business conditions faced within your organisation; including end goals for a customer and strategic objectives. These complex simulations, taking place in a physically and emotionally safe environment, provide the perfect platform to put theory into practice, test new skills, learn from mistakes, reflect on performance and achievements as well as apply the knowledge within their day-to-day roles back in the workplace.

LEARNING OUTCOMES

- Gain strategies for implementing a new vision
- Help individuals and teams to realise their potential
- Enhance communication, collaboration and decision-making
- Embrace creative and flexible problem-solving strategies
- Accelerate the development of future leaders
- Understand how to transform a team and company culture



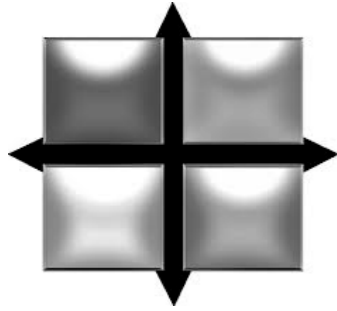
KEY MODELS & TOOLS

- Experiential Simulations are tailored to the organisation's specific challenges and desired learning outcomes. A range of models and tools highlighted in this document can be integrated into the scenario.
- We have over 100 diverse indoor and outdoor activities that can be incorporated into your simulation, ranging from desktop problem-solving tasks to highly physical challenges in the outdoors, therefore every delegate is able to contribute to the successful completion of the simulation, regardless of their abilities and comfort zone.
- We operate a Challenge by Choice policy whereby each delegate will decide for themselves which activities they wish to participate in. We offer a wide range of activities so that no delegate misses out on learning opportunities.

“GRA’S EXPERIENTIAL SIMULATION CHALLENGED OUR LEADERSHIP TEAM AND SIGNIFICANTLY INCREASED LEVELS OF TRUST IN A WAY THAT ENABLED GREAT PEER-TO-PEER AND COACHING CONVERSATIONS. THIS HAS BEEN A PIVOTAL BUILDING BLOCK TO SUPPORT THEM IN ACHIEVING THEIR FULL POTENTIAL AS LEADERS; ENHANCING SELF-AWARENESS AND STRENGTHENING OUR LEADERSHIP COMMUNITY.”

MICHELLE FORD

Talent and Development Manager, Tech Data



RELATIONSHIP STRATEGIES

Dr. Tony Alessandra's Relationship Strategies programme based on the Platinum Rule, focuses on relationship building, influencing strategies and creating memorable experiences by enhancing people's ability to relate effectively to others. The programme includes a self-perception survey to understand individual's personal style of relating to people and information as to how that differs from their peers. Using the Platinum Rule we can develop each individual's ability to understand what drives other people and recognise options for dealing with them more effectively.

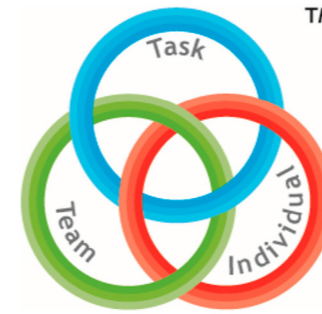
LEARNING OUTCOMES

- Understand how an individual's personality profile may influence how they're perceived
- Understand Dr. Tony Alessandra's Platinum Rule and how it differs from the Golden Rule
- Practice identifying different people's styles
- Gain an enhanced understanding of personal communication styles to build relationships and positively influence people who have different styles



KEY MODELS & TOOLS

- The Platinum Rule
- Behavioural Styles Model
- Interpersonal Influence Inventory
- Practical Exercises



ACTION CENTRED LEADERSHIP

Adair International's Action-Centred Leadership™ (ACL) provides a great blueprint for leadership and the management of any team, group or organisation. Good managers and leaders should have full command of the three main areas of the model and be able to use each of the elements according to the situation. Being able to do all of these things, and keep the right balance, gets results, builds morale, improves quality, develops teams and productivity and is the mark of a successful manager and leader.

LEARNING OUTCOMES

- Gain an understanding of the ACL Model and how to apply it back in the workplace.
- Get the chance to take on a leadership role in a variety of experiential based tasks
- Have an opportunity to increase your self-confidence by moving out of your comfort zone and trying new leadership styles
- Receive feedback from peers and GRA facilitators on your leadership approach and team-player contribution
- The opportunity to reflect on your own approaches to leadership

KEY MODELS & TOOLS

- ACL Task, Team, Individual Model
- Leadership Profiles
- Practical Exercises
- Outdoor/Indoor Experiential Tasks





THE SLII EXPERIENCE

The Ken Blanchard® Companies SLII Experience™ empowers leaders to become adaptive - a requirement for our uncertain times. Backed by 40 years of research and an unmatched track record of results, SLII® teaches leaders how to lead situationally by giving their people the right support and/or direction at the right time. SLII® enables leaders to build deeper relationships and more meaningful connections with co-workers that create exponential impact. When this happens, employees are more productive and engaged and their organisations excel.

LEARNING OUTCOMES

- Understand the SLII® theory and how it can help improve performance
- Learn how to diagnose the different development levels of staff and the appropriate leadership styles to use via the SLII® Model
- Recognise individuals' preferred leadership styles and the importance of being flexible
- Develop highly skilled leaders who excel at goal setting, coaching, performance evaluating, active listening, and proactive problem-solving
- Clarify individual goals and ensure alignment with the organisation's goals
- Create a shared language within the organisation



KEY MODELS & TOOLS

- SLII® Model - Diagnosing & Matching
- SLII® Fitness Test
- One to One Worksheet
- 6 SLII® Conversations
- SMART Goals
- Practical Exercises



SELF LEADERSHIP

Ken Blanchard® Companies Self Leadership programme teaches individuals the mindset and skillset they need to become empowered, proactive self leaders who take control of their own success and are committed to getting results for their organisation. Self Leadership builds on the leadership model, SLII®, and integrates the latest research on the proactive skills required for individuals to be most effective. Team members learn a shared language for discussing their own development and performance, allowing them to have more effective conversations and build more trusting, open relationships with their managers.

LEARNING OUTCOMES

- Instil a common language for discussing development and performance
- Increase the quality and quantity of performance conversations
- Build more open and trusting manager-employee relationships
- Develop empowered, self-reliant leaders
- Increase the speed to mastery of key goals and tasks
- Increase performance, productivity and results



KEY MODELS & TOOLS

- SLII® Model - Diagnosing & Matching
- Mindset and Skillset of a Self Leader
- Competence Diagnostic Tool
- 5 Points of Power
- SMART Goals
- Practical Exercises



COACHING ESSENTIALS

Most managers don't understand how critical coaching is for the development, growth, and performance of their people. Ken Blanchard® Companies leadership coaching programme, Coaching Essentials®, teaches managers how to effectively coach their employees - not just manage them but to increase productivity, create an environment of trust and autonomy, and deliver better bottom-line results.

LEARNING OUTCOMES

- Adopt the proper mindset for coaching
- Increase the quality of conversations
- Accelerate individual and team progress toward objectives
- Create an environment of trust that nurtures the development of others
- Leverage four coaching skills that develop self-reliance in others
- Apply the four-step coaching process that results in clear agreements and action
- Identify when coaching is needed to help others reach a higher level of performance



KEY MODELS & TOOLS

- Coaching Skills Model
- 4-Step Coaching Process
- Tell Your Truth Tool
- Practical Exercises



iLoveFeedback®

I LOVE FEEDBACK

The iLoveFeedback® training programme, based on the best-selling book Feedback Revolution: Building Relationships & Boosting Results, instils skills and promotes confidence through a five-step feedback process. Feedback is integral to enhancing relationships and results. It supports others to enhance their awareness of their strengths and weaknesses, increases employee engagement and encourages others in their continued professional development.

LEARNING OUTCOMES

- Assess individual feedback skills and recognise the role of feedback in continual improvement
- Create the appropriate attitude and approach for providing feedback
- Check the purposes for sharing feedback and 'What's In It For Them'
- Consider how culture, gender, generational differences, and location affect approaches to giving feedback
- Share feedback that is specific, observable and increases people's receptiveness
- Close the feedback exchange with a shared understanding of next steps for improvement



KEY MODELS & TOOLS

- 5 Best Practice Steps
- Feedback Conversation Planner
- 21-Day Challenge
- Practical Exercises

LOCATIONS ▶



**OUTDOOR LEADERSHIP CENTRE
ST. GEORGE'S PARK**

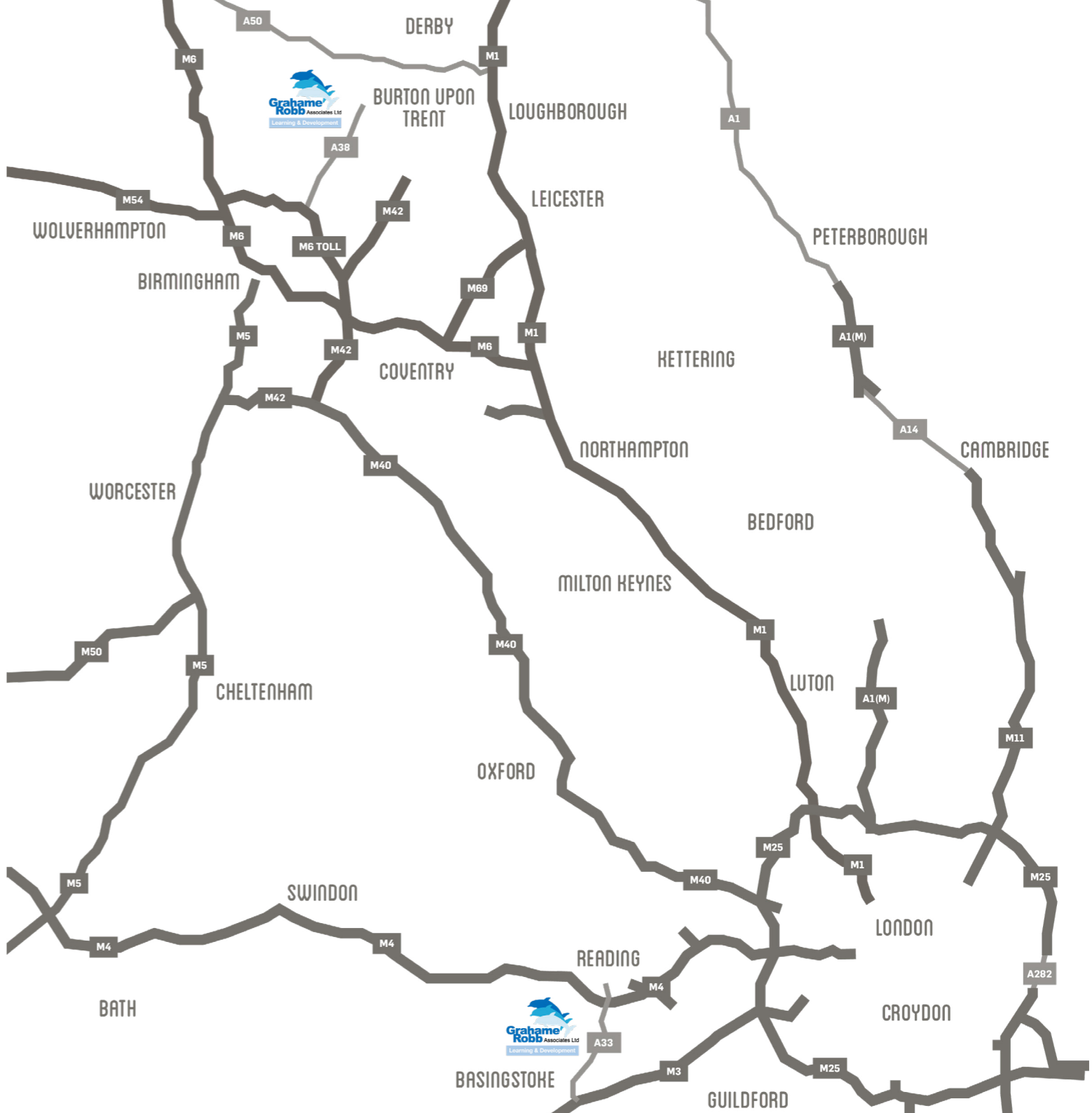
Our Outdoor Leadership Centre is located at St. George's Park, The FA's National Football Centre in Staffordshire. Set in the National Forest, in 330 acres, the centre is the training base for the 24 England teams and features a 228 bedroom Hilton hotel.

**OUTDOOR LEARNING CENTRE
DE VERE WOKEFIELD ESTATE**

Our Outdoor Learning Centre is situated within a 15-acre, mature oak woodland in the grounds of the De Vere Wokefield Estate, Reading. The hotel has over 300 bedrooms, plus a number of quality conference rooms and meeting facilities.

Our two Outdoor Centres offer a risk-free, practical setting to develop transferable skills for a high-pressure, working environment. Our facilitators create opportunities for delegates to identify and manage their own strengths and weaknesses, increase self-awareness and improve their ability to communicate and receive personal feedback whilst escaping a classroom-based teaching atmosphere.

To learn more visit: www.gra.uk.com/outdoor-learning



TESTIMONIALS

“THE FEEDBACK AND POSITIVE COMMENTS THAT WE RECEIVED FROM OUR TEAM FAR EXCEEDED MY EXPECTATIONS AND I WAS THRILLED WITH THE DAY. IT REALLY DELIVERED ON WHAT WE WANTED TO ACHIEVE.”

HANNAH COOKSEY

EMEA Team Lead, Commvault

“I WOULD LIKE TO THANK THE GRA TEAM FOR A VERY ENJOYABLE AND PRODUCTIVE EXPERIENCE. IT IS NOT OFTEN THAT WE ENGAGE WITH A COMPANY THAT IS SO IN TUNE WITH WHAT WE ARE TRYING TO ACHIEVE, IT WAS SUCH A GREAT UNDERSTANDING OF OUR GOALS AND OBJECTIVES!”

GARY MARSH

VP of EMEA Sales, Microchip

“THE VISION PROGRAMME OUR SENIOR TEAM ATTENDED WAS EXTREMELY EFFECTIVE AND EFFICIENT, AND I HAVE RECEIVED SO MUCH POSITIVE FEEDBACK ABOUT HOW MUCH EVERYONE ENJOYED WORKING WITH GRAHAME AND HIS TEAM! WE WILL DEFINITELY BE STAYING IN TOUCH ON FUTURE COLLABORATION!”

SAMANTHA BARRASS

CEO, Business Banking Resolution Service

“I WOULD SAY THAT THE WORKSHOP I DID WITH GRA WAS THE MOST VALUABLE TRAINING I HAVE ATTENDED SINCE DOING A MASTERS IN HR 10 YEARS AGO! WE HAVE SEEN A REAL CHANGE IN HOW MANAGERS STEP UP TO DIFFICULT CONVERSATIONS, RATHER THAN WAITING UNTIL THE SITUATION GETS SO BAD THEY NEED TO INVOLVE HR. WE ARE REALLY PROUD OF THE WAY OUR MANAGERS HAVE ENGAGED WITH THE SKILLS.”

LISA KUMAR

HR Business Partner, 1E

GET IN TOUCH


This brochure is an overview of how our leadership development offerings can provide your organisation with the perfect platform to help individuals and teams to accelerate their development and achieve better results.

We can tailor our programmes to your budget, time frame and learning outcomes, therefore if you'd like to learn more about how we can support your organisation please contact us to arrange a call or meeting with one of our learning and development specialists.

With 30 years' experience in the industry, we are confident that we will be able to help you achieve your aims.

CONTACT US

 enquiries@gra.uk.com

 01962 779911

 www.gra.uk.com/contactus





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For more information or to discuss your requirements please contact:

01962 779911

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