

Strength  People

Delivering clarity to maximise people performance



The People EcoSystem™

Disrupting the patterns that sabotage
organisational performance

Let's talk about your people...

What is The People Ecosystem™?

Do all your managers achieve consistently great results from their people or can performance be variable from team to team or day to day?

Do you have a 'Dream Team' who are going to stay the course with you, or do you sometimes wonder if your people know what teamwork is?

Are your people systems and practices fit for the journey ahead of you, or do you feel management time and effort are frequently wasted?

The **People Ecosystem™** is a framework that brings together all the people factors in a business. It provides connected solutions for:



Strategy
and
Culture

Performance
and
Behaviour

Processes
and
Activities

Data
and
Compliance

By taking a holistic, rather than piecemeal, approach to your people issues and opportunities you are able to accelerate learning and change and more quickly increase productivity and profit. Treating the causes, not the symptoms, enhances your '**People Ecosystem**', and gives your business the best chance to reach growth potential.





Strategy and Culture

Treating strategy and culture as two sides of the same coin can transform the way your employees feel about your organisation and create a work environment that enables them – and you – to succeed.

PEOPLE STRATEGY

CHALLENGE

Do you have a plan for getting the right people, with the right skills, in the right place at the right time?

Will you know if you are moving in the right direction?


DELIVERY STRUCTURE

Four board level workshops

Strategy report

review and accountability session

BUSINESS OUTCOMES

- Your senior team will understand the key roles and behaviours the business needs to achieve success
 - Creation of a workable, efficient approach to fill or bridge people gaps and manage succession
 - Identification of suitable wellbeing, people management, learning and development, compensation and benefit approaches that support the business strategy
 - Identification of the metrics that will provide insights to enable effective decision-making
 - Develop actions for structure, people, activity and metrics that will align people strategy with business strategy
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CULTURE, WELLBEING AND COMMUNICATION

CHALLENGE

Will your culture today help you achieve your strategy for tomorrow?

Are your people going the extra mile or running away?

DELIVERY STRUCTURE

Gallup's Q12 survey – up to 20 employees

Employee interviews

Results analysis and action planning

Review and accountability session

BUSINESS OUTCOMES

- Understand the current feeling in the organisation
- Develop insights on how this affects the business success and what can be done to influence it
- Identify how to guide the culture that the business wants to create
- Identify strategic approaches for wellbeing and communication to support the desired culture
- Implement an action plan
- Accountability for progress

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It has been great to have Pippa on board to support and advise us as directors, helping us to figure out a pathway, from both a people and a business point of view. As an SME it is vital to have a strong support network and trusted advisors and I'm really pleased to have Pippa on side.

David Critchley
Managing Director
I-HT Ltd

”

If Strategy and Culture are areas you would like to discuss in more detail, or if you would like to book a session with me, please get in touch

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Performance and Behaviour

The success of any business is built on the performance of individuals and teams at every level of the organisation. So how do you make sure all your employees and teams are working effectively? How can you ensure new hires or newly promoted people are quickly effective in their roles? What impact does the behaviour and performance of the leadership team have on everyone else in your business? Are your people change-weary, or ready for the next exciting initiative?





FOR LEADERSHIP TEAMS

EXECUTIVE TEAM DEVELOPMENT PROGRAMME

CHALLENGE

Are your executive leadership team members each operating at their personal best?

Are you aligned as one leadership team?

Does your organisation receive consistently clear messaging from its leaders?

How do your leaders cope with a constantly changing landscape?

DELIVERY STRUCTURE

Six one-to-one coaching sessions per delegate

Four group sessions

Personal strengths profiles

Team strengths analysis

Progress report

Review and accountability session

BUSINESS OUTCOMES

- A leadership team that is aligned and communicating effectively
- Improved individual ownership, accountability, confidence and personal impact
- Enhanced collective performance, communication, teamwork, leadership and team perception
- Clarity of accountability
- Collaborative problem solving
- Improved resilience and change-readiness

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Performance and Behaviour

FOR MANAGERS

MANAGEMENT SKILLS PROGRAMME

CHALLENGE

Do your managers have the right skills, tools and knowledge to provide the right environment for their people?

DELIVERY STRUCTURE

Three one-to-one coaching sessions per delegate
Four group mentoring sessions
Personal strengths profiles

BUSINESS OUTCOMES

- Understanding their own strengths will help your managers develop their most effective management style, giving them confidence and improving leadership
- Your managers improve skills in some of the most challenging areas such as feedback, accountability, performance management and leadership
- Your managers discover effective tools in the context of the actual day to day scenarios they are dealing with which will build their long term abilities and confidence





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Pippa is working with the senior management team to help us drive the business in the same direction and is also working with the wider practice through 1:1 sessions and team coaching to help us move forward as a cohesive team that works within our strengths.

Pippa Jacob
Associate Partner
Nicholas Jacob Architects

”

MANAGEMENT DEVELOPMENT PROGRAMME

CHALLENGE

Are your managers confident and effective in providing the right environment for their people?

Are they the future leaders of your organisation?

Do you need them to be developing the future leaders of your organisation?

DELIVERY STRUCTURE

Six one-to-one coaching sessions per delegate

Three group mentoring sessions

Personal strengths profiles

Review and accountability session

BUSINESS OUTCOMES

- Managers develop improved confidence, personal responsibility, accountability and performance, enabling them to both be and develop the future leaders of the organisation
- Specific management skills are increased across throughout the management team
- Team members benefit from a common and effective approach to people management across the organisation
- Through applying feedback and accountability skills, managers support a shift towards continuous improvement

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Performance and Behaviour

FOR TEAMS

TEAM LAUNCH WORKSHOP

CHALLENGE

Do your teams know what teamwork is?

Can they clearly articulate the purpose of the team?

Do they know how to make the most of each other's strengths?


Is there accountability across the team?

DELIVERY STRUCTURE

Personal strengths profiles

One full day team launch workshop

BUSINESS OUTCOMES

- Individual strengths are brought together to build a common purpose
 - Your team members have a clear understanding of the teams purpose
 - Your teams develop their own rules for behaviours and therefore has accountability
 - Conflict management and problem solving are accelerated
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TEAM ACCELERATOR PROGRAMME

CHALLENGE

Are your team members working together effectively?

Does their individual brilliance impact team outcomes?

Is conflict managed in an appropriate and healthy way?

Are they guided by team needs and measures for success rather than individual ones?

DELIVERY STRUCTURE

Six group sessions

Personal strengths consultations

Team strengths analysis

BUSINESS OUTCOMES

- Team members develop common language around performance and efficacy and can hold one another accountable
- Brilliant individuals are given a common purpose and approach within a team mindset
- The team develops its own rules for behaviours and therefore has accountability
- Collaborative problem solving enables faster, better solutions
- Relevant metrics provide the ability to measure team performance
- Communication is improved and conflict management is accelerated
- Team results are improved

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Performance and Behaviour

FOR ONGOING LEARNING

PROGRAMME IMPLEMENTATION SUPPORT

CHALLENGE

How do you ensure the investment in learning and change is continued after the end of the formal programme?

DELIVERY STRUCTURE

Bespoke follow-up group sessions

Normally every three months after programme completion for four – eight sessions

Can be implemented at all levels and programmes : executive team, management and team

BUSINESS OUTCOMES

- Learning is kept fresh and relevant, making use of the most current examples and opportunities within your environment
- Your people continue to build on their knowledge and experience and have access to a sounding board to discuss progress and challenges along the way
- Accountability for continuing learning and change continues beyond the formal programme
- Learning is transformed and embedded into the organisational culture

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Pippa has a unique way of helping you to open your mind to what you are good at, where you can improve and how to change. I now feel better equipped for the next stage of my working life transitioning from management to leadership.

Nadiya Gregory
Client Development Manager
Advo Group

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Performance and Behaviour

FOR INDIVIDUALS

STRENGTHS DISCOVERY

CHALLENGE

Do you know how to improve your chances of thriving?

Can you easily recognise the impact your natural strengths may have on others?

DELIVERY STRUCTURE

Personal strengths profile

One-to-one strengths consultation

BUSINESS OUTCOMES

- Improved self-awareness
- Accelerated personal development
- Improved understanding of others
- Easier decision making
- Improved confidence



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Pippa provided coaching, which proved incredibly practical. Those who have received the training have blossomed under her tutelage. Her approach is very genuine, easy to apply and extremely effective. She has a unique way of opening minds to different skills, tools and techniques and encouraging individuals to improve and change.

Sarah Luhesi
Deputy Director
Pensions Policy Institute

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PERSONAL EXCELLENCE

CHALLENGE

Are your key people consistent in their performance and relationship management?

Do your newly promoted people struggle to achieve in their role?

Do individuals have the confidence and ability to lead effectively?

DELIVERY STRUCTURE

One-to-one strengths-based coaching over six sessions

BUSINESS OUTCOMES

- Key individuals are supported in understanding their own strengths, values and limiting beliefs
- Confidence and performance are improved
- Leadership skills are improved through recognition of their impact on others and how to build effective relationships
- Key challenges are identified, behaviour changes defined and then supported
- Accountability is improved

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Processes and Activities

Putting strong management skills and strategies in place is key to attracting and keeping the people your business needs. Alongside this is the need to ensure your processes are robust, so that your people managers' time is spent on the people rather than on trying to work out the best way to move a process forward.

RECRUITMENT AND ONBOARDING

CHALLENGE

Do you find and attract the right people?

Are you confident your recruitment and onboarding processes are compliant and effective?

Are your new joiners quickly and effectively integrated into the organisation?

DELIVERY STRUCTURE


Two half-day sessions:

- Define the right process for you
- Interview and offer skills

Recruitment documentation

One-to-one strengths-based coaching for the new employee and the manager

BUSINESS OUTCOMES

- Your organisation has relevant and effective process, paperwork and practices for recruitment
 - Management time is saved by having improved skills and a consistent approach
 - Recruitment outcomes are improved
 - Practices and documentation are compliant
 - A full suite of recruitment template documentation: job / person profile, job advert, shortlisting, interview questions, offer letter
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Pippa has supported Pure with a number of our development programmes and always delivered to a high standard with excellent delegate feedback.

Ben Farrow
Director
Pure Resourcing Solutions

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PERFORMANCE MANAGEMENT

CHALLENGE

Is great performance consistently recognised and rewarded?

Is poor performance consistently addressed?

Are your people consistently accountable?

Do they know what good performance looks like?

DELIVERY STRUCTURE

Three half-day sessions:

- Process and documentation
- Feedback and accountability
- Performance management skills

BUSINESS OUTCOMES

- Your organisation has relevant and effective process, paperwork and practices for performance management
- Performance improves through clearer expectations and process
- Employees experience a smooth transition from induction through probation and into day to day management of their performance
- Managers have clear processes and simple documentation
- Managers gain improved performance conversation skills and disciplinary process skills, which reduces risk to the organisation
- Conflict and drama are reduced

If Processes and Activities are areas you would like to discuss in more detail, or if you would like to book a session with me please get in touch

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Processes and Activities

LEARNING, DEVELOPMENT AND TRAINING

CHALLENGE

Is your learning budget working hard for you?

Do the available development opportunities attract the right people for you?

Do your people get the right development opportunities at the right time?

How do you know if your investment is getting a good return?

DELIVERY STRUCTURE

Learning and development review

Business driven recommendations and action plan

BUSINESS OUTCOMES

- Your current position regarding learning, development and training is assessed
- Recommendations ensure compliance needs are met and opportunities for future-proofing are maximised
- A bespoke training and learning matrix is provided and managers are guided on its implementation and future use
- Development opportunities for differentiation, growth and succession are identified and recommendations made

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I feel so much more confident now in my position and feel like I am already seeing the positive results that are most definitely due to the new skills that I have learned.

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Lee East
Director
I-HT Ltd



Data and Compliance

Your data collection, contracts, policies and procedures should be designed to support, enhance and protect your business. Collecting the right data and implementing relevant policies can help your company to recruit and retain the right people, direct them effectively to achieve your goals and protect you in the event of people management disputes.

PEOPLE DATA AND HRIS

CHALLENGE

Can you easily identify the trends, patterns and data that support your people decision making?

Is your data storage secure and compliant?

Are you thinking about ISO or other QMS accreditations?

DELIVERY STRUCTURE

HR process review

Requirements gathering

Recommendations for manual processes or HR Information System (HRIS) implementation

BUSINESS OUTCOMES

- Review and assessment of your current people processes, data capture and reporting
- Recommendations in line with business needs, efficiency and best practice
- Documentation of current processes to support either QMS or HRIS requirements
- Opportunity for ongoing support with HRIS selection and implementation or process change



PEOPLE ADMINISTRATION AND COMPLIANCE

CHALLENGE

Are your contracts, policies and documents going to protect the business when you need them to?

Does your internal language and messaging match your external communications ?

DELIVERY STRUCTURE

Documentation audit

Creation of people documentation that works for your business

BUSINESS OUTCOMES

- Complete suite of people documents tailored to your business
- Advice on impacts and implementation
- Relevant and compliant contracts, policies and handbook
- Recommendations and support in how documents are stored and shared

Pippa understands the varying needs of different types and sizes of businesses enabling her to offer a bespoke service that suited exactly what I was looking for.

Paul Hardy
Founder
CX Utilities

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If Data and Compliance are areas you would like to discuss in more detail, or if you would like to book a session with me please get in touch

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Let's talk about your people...

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*If everyone is moving forward together,
then success takes care of itself.*

Henry Ford

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You need to be aware of what others are doing, applaud their efforts, acknowledge their successes, and encourage them in their pursuits.

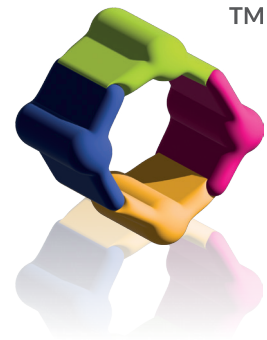
When we all help one another, everybody wins.

Jim Stovall

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Strength 3 People

Delivering clarity to maximise people performance



For more information please contact me on

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or book a discovery session with me

[Check my Diary](#)

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