



Change Management Consultants

**How do you manage risk
& motivate your workforce
in today's ambiguous world?**

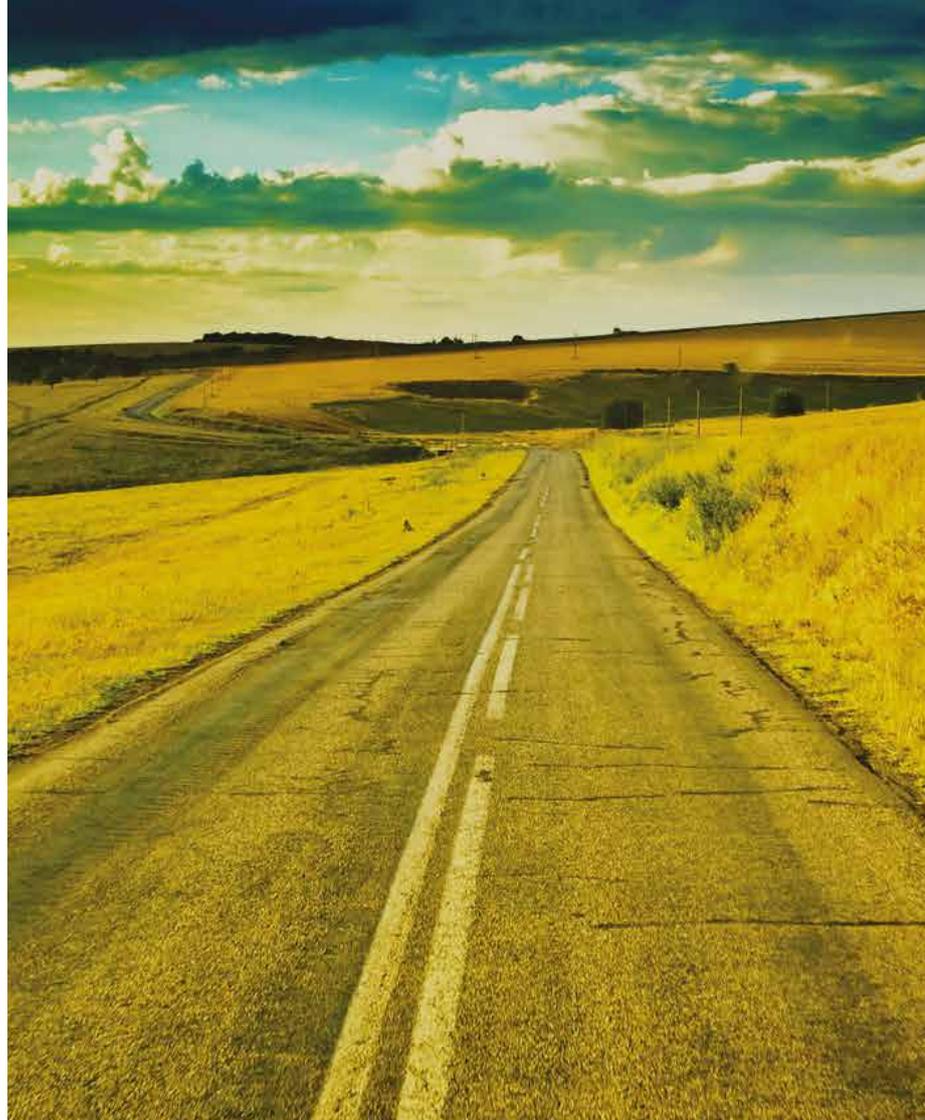
It could be time to pause and reset...

Tailored Leadership, Management and Personal Development Programmes

Where would your organisation be without motivated, engaged people?

It's an age-old adage that a company is only as good as its people. But how does that traditional thinking hold up in this fast-paced and hyper-connected world that we now live in where demands on our attention are a constant source of distraction and complexity is outpacing productivity?

Finding a reliable, loyal workforce and holding onto them can be critical in today's workplace when roles are so much more varied than they ever used to be.



What strategies do you have in place to deal with the impact of increased demand and complexity on your people?

Equipping leaders and managers with a 21st century toolkit can make a significant difference in positive company output. The skills to spot opportunities and act fast, through collaborative working and motivation are essential.

A 21st century toolkit uses a holistic approach to provide a comprehensive blended learning structure. Developing skills that incorporate compassion and sustainable global thinking will improve agility and competitive advantage. Supportive 'on-the-job' leadership coaching must replace traditional hierarchical management structures to encourage team performance through collective intelligence, coordinated efforts and open transparent communication.

To succeed in an uncertain, complex and changing climate organisations need 21st century leaders who are:

Purposeful

able to lead with clear direction, motivate and reward

Compassionate

able to connect and communicate with purpose, authenticity and openness

Change agents

able to seek out opportunity, growth, and creativity with resilience in the face of adversity

Customer centric

able to work in genuine partnership and collaboration to meet existing and future customer needs

Cultivators

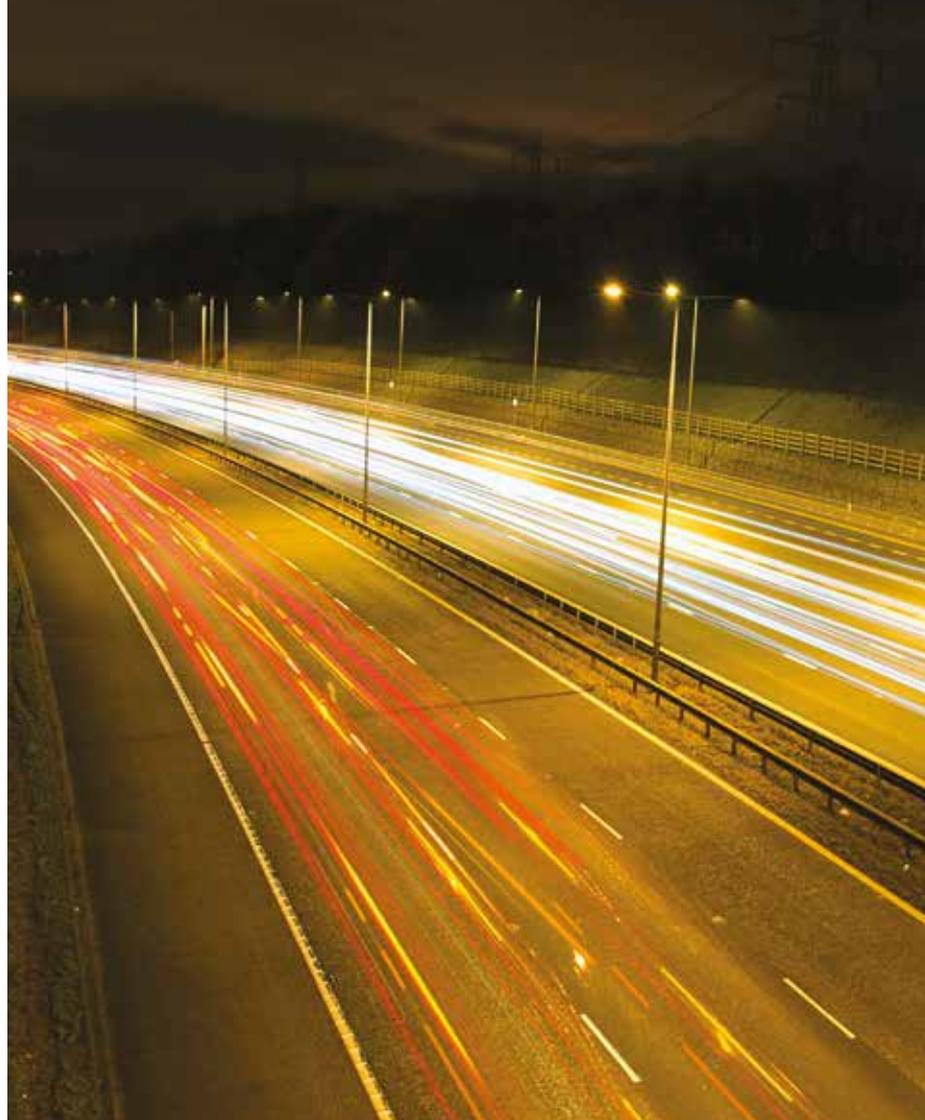
able to encourage people to thrive in the workplace by identifying new talent, leveraging ambition and nurturing loyalty

Great leaders are *empathetic and adaptable to changes in circumstances - an absolute must in the modern day organisation - but in order for companies to progress, its leaders need a common goal and a "joined-up" encompassing language.*

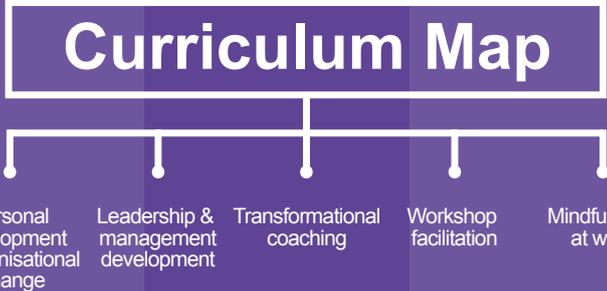
What do absenteeism, presenteeism, poor decision-making and mistakes cost your business?

Invest in your people

Choose from a series of bespoke or accredited CMI (Chartered Management Institute) programmes to challenge and stretch your people. Proven leadership strategies and behavioural techniques will help to identify skills gaps needed to overcome performance challenges and align productivity with business goals.



Curriculum Map



Personal development & organisational change

Leadership & management development

Transformational coaching

Workshop facilitation

Mindfulness at work

Personal development and organisation change management

We support change at the individual level e.g. career moves, promotions, return back to work, maternity leave and at the organisational level, e.g. strategy and vision, restructures, culture and values.

Leadership and management development programmes

Designed to create powerful personal learning with a focus on what is real for the individual and for the organisation. Embracing this notion will develop a purposeful culture and collaborative working environment.

Mindfulness at work

When individuals develop a higher level of awareness through mindfulness techniques decision-making, emotional intelligence and personal self-realisation are improved and thus positively impact relationships and wellbeing. By aligning personal and organisational values, performance and resilience to change will be enhanced within the workplace.

Transformational coaching

Leaders need to be clear on challenges, decisions and leadership styles in order to manage uncertainty and ensure positive impact through change. Coaching 21st century leaders will enable them to develop clear strategies that drive an organisation through effective development and performance of the teams they lead.

Workshop facilitation

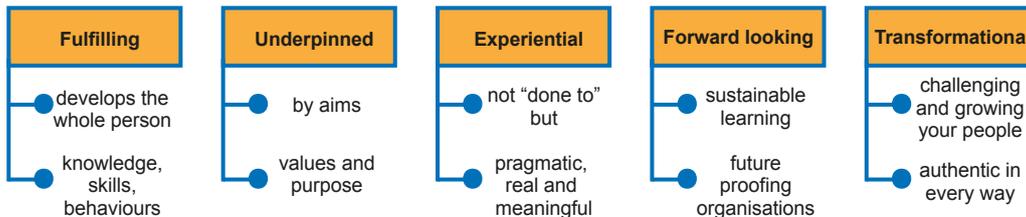
A wide portfolio of workshops can be delivered with CM² acting as your external learning and development department. Tailored sessions can include emotional intelligence, team development, change management, communication skills and much, much more.

CM² programmes are flexible with continuous support and monthly options available within a one-to-one setting or a group environment.

Why CM²?

As Executive Coaches and facilitators of behavioural change, we have an extensive corporate background in the development of people across Europe. Based in the East Midlands and delivering workshops nationally since 2009, our team members have individual expertise in their own business and career acumen with senior management credentials across diverse sectors. Our mindfulness experts have a pedigree from the world renowned Centre of Mindfulness at Bangor University and associate institutions approved by them.

All programmes are underpinned by a quality hallmark to ensure high performance and quality of delivery and impact.



Prepare your team to welcome transformational change, manage challenges and deliver quantifiable results.



Case studies

Cultural change in a leading university

The Strategy

A blended learning approach was implemented for Derby University to include Transitional Coaching for managers, a Vision and Purpose Session to identify behavioural indicators, and an 'away day,' which helped to form a blueprint for development and progress of the departments' culture.

The Outcome

Our work with the university contributed in part to the rise from 79th place to 50th place in the independent national rankings for 2014. This is the second highest jump in the country ever known.

Senior leadership development for Experian Plc.

The Strategy

A nine-day programme, implemented over 9 months, covered group and individual Leadership Development alongside a blended learning six-day Manager Essentials programme. A range of programmes were designed and delivered to meet learning needs across the organisation in the UK and EMEA. These included:

- Senior Manager leadership programmes - 9 days with one on one coaching included.
- Management essentials for managers new in role
- Single day intensive workshops covering a series of bespoke insights

The Outcome

In six years we have delivered over 32 leadership programmes, 100 learning insight workshops and 350 manager coaching sessions. The bespoke programmes have had significant positive performance and engagement impact.

CM² Capability Examples

The breadth and depth of our expertise ensures tried and tested approaches are implemented within every programme. This maximises learning and guarantees participant improvements in levels of confidence and performance in order to deliver a measurable return on investment.

Public Sector

- Scope, design and delivery of NHS Leadership development programme
- North Derbyshire CCG - Team development, governing body, executives and SMT
- Nottinghamshire GPs - Bespoke development programme for GP progression
- Oxford University Hospitals NHS Trust - Employee engagement strategy
- Nottingham City Council - Leadership programmes and management development

Private Sector

- Intrinsic - Board development
- Unify (formally Siemens) - Directors' coaching and development and coaching skills workshops
- Medimmune - Working and managing in a Matrix workshops
- SGN - Coaching and mentoring skills programmes
- Atos - Manager coaching programmes
- Exxon Mobil - Influencing & effective collaboration programmes

Higher Education

- Sheffield Hallam University - Senior management team development
- University of Wolverhampton - Introduction to NLP for managers
- University of Worcester - Introduction to NLP
- De Montford University - Management coaching

Voluntary Sector

- Multiple Sclerosis Society - Board development, audit, board observation and feedback. Coaching support for Chair.



**“Take your business to the next level
- inspire your workforce”**

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