



**STAY
HUNGRY** **STAY
FOOLISH**



voltarion

your **profitability** partner.

middle management

Leadership
Transformation

Leadership trends

Leaders come in different shapes and sizes. They may subscribe to a single style of leadership or a combination of the best practices in people management, ... or else they may reveal a significant lack of leadership skills...

- The decrease in age-based seniority
- Importance of relationships in employee engagement
- Redesigning management structure
- Investing in human capital
- Defining the impact of effective leadership in business
- Improving the quality and level of coaching
- Making flexibility a philosophy
- Making use of technology & artefacts
- Cascade Leadership Purpose

It's neither training nor coaching

We aim to help our customers
instigate a leadership
transformation journey,
promoting co-creation with their
stakeholders.



Our value proposition

Experienced &
Flexible Team

Innovative
Approach

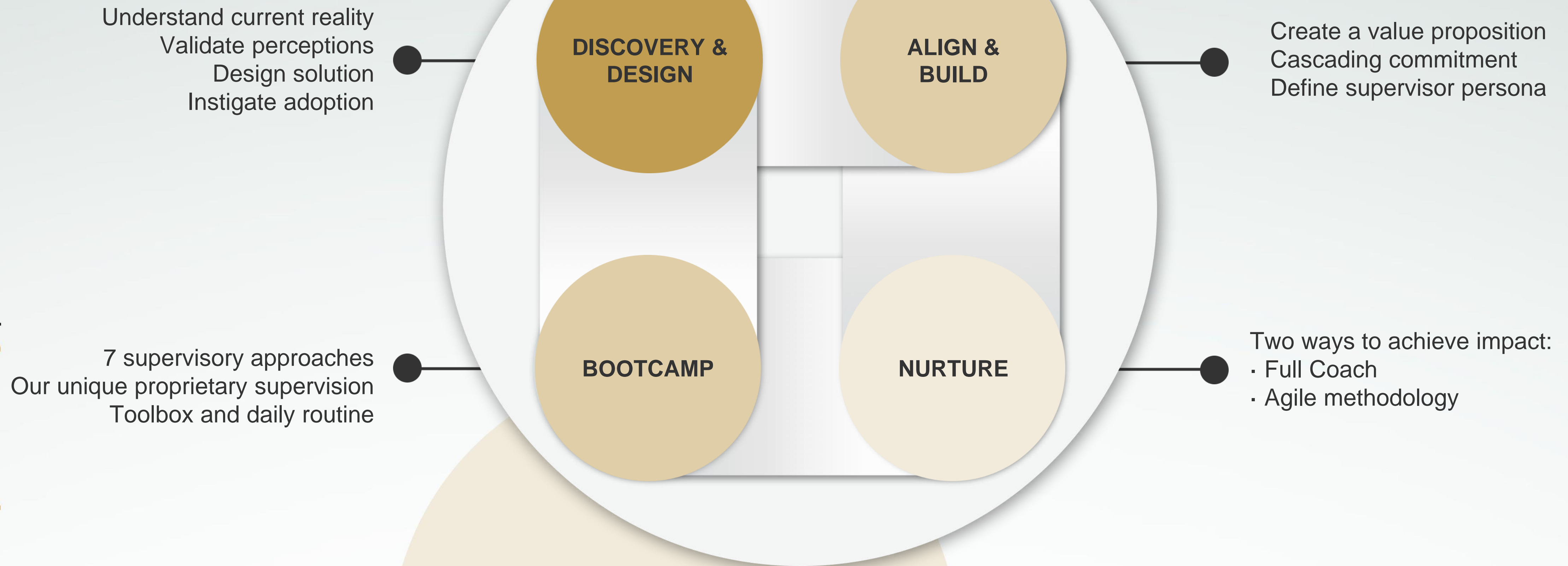
Highly focused on
meeting (and
exceeding)
expectations

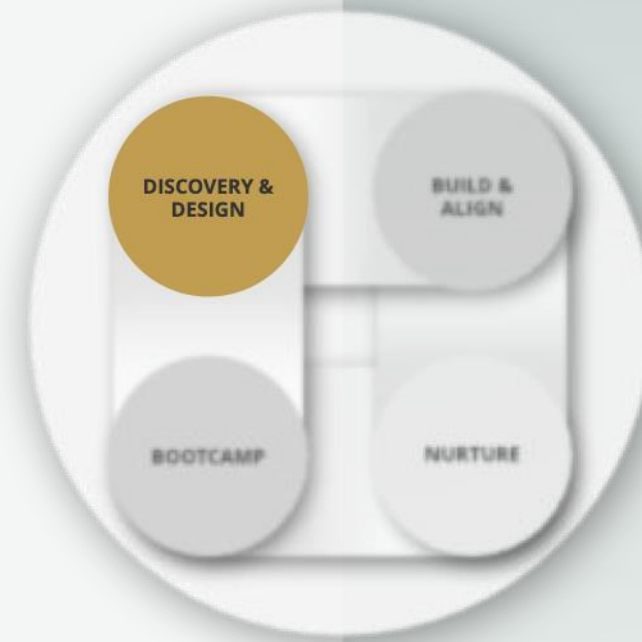
Programme Building Block

We design a Building Block
Programme. You pick and we
deliver!



Building Block Programme





Building Block Programme

DISCOVERY & DESIGN

DISCOVERY

360° Assessment: peers, leaders, teams & self assessment

Day in the life of: We spend time with your people in order to understand their reality and constraints

Capture leadership perceptions through structured interviews

Management Operational System: How your supervisors impact operations and business

Observe rituals & practices: meetings, shift hand-overs and

Behaviour profile: How effective are relationships & communication?

Context analysis: planning & reporting

Supervision Toolbox: How effective are tools and supervision methodologies?

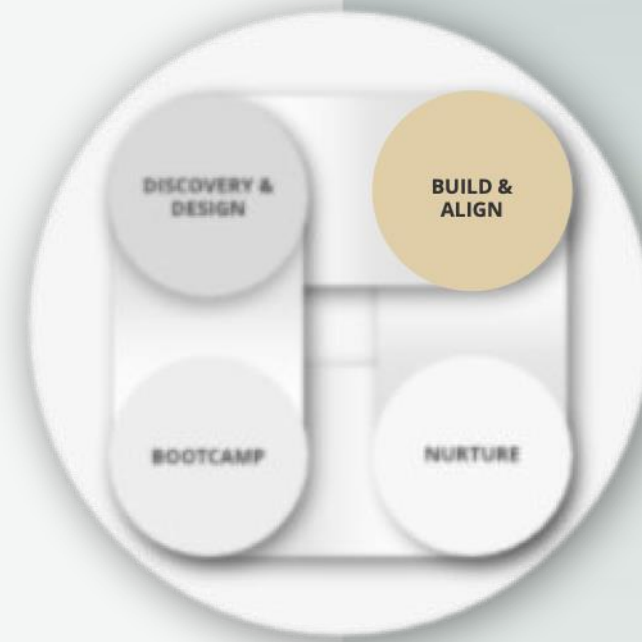
DESIGN

Discovery scroll – Present our proprietary insight from Discovery

Build a Purpose: Why, how & what?

Design contents & build initiatives with impact on behaviours and attitudes

Next steps roadmap – invite, promote and logistics



Building Block Programme

ALIGN AND BUILD

PURPOSE

Pack initiatives in an AGILE PMO

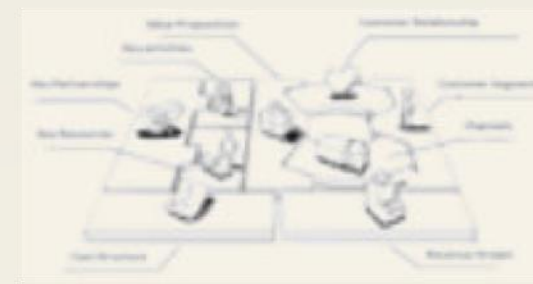
Mobilise people & teams

With your galactic leaders and stakeholders we build a supervisor persona profile

Ramp-up bootcamp: define logistics, build materials, invite and communicate

TOOLBOX

We deliver a set of collaborative workshops evolving your Galactic Leaders with the aim of achieving cascade sponsoring, commitment and a top-down vision.



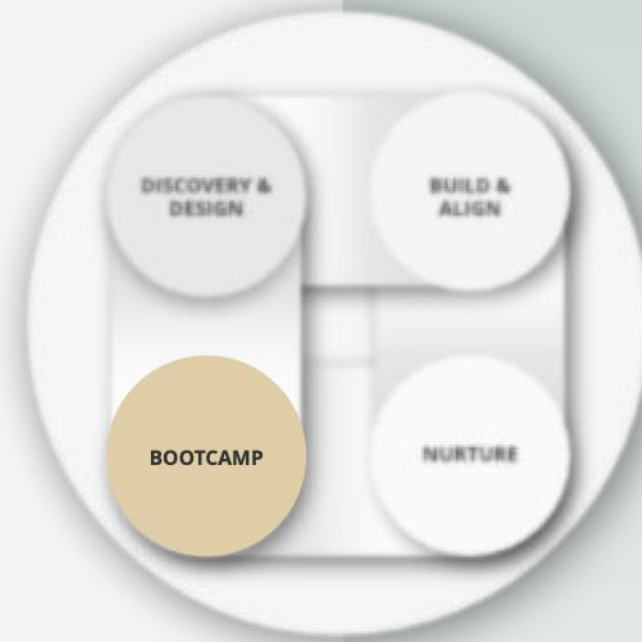
My Business Model Workshops: Me as a Leader, Build a Leadership Value Proposition



Blue Ocean Strategy Workshops: Create my Blue Ocean, Look for my Unique Qualities as a Supervisor/Leader



Visioning Workshops: Build a Design Journey of your Middle Management, Supervisors' Profiles



Building Block Programme

BOOTCAMP

RITUALS

Collaborative:
People give insights

Experiential Learning:
Simulations

Fun:
Stay Foolish and Stay Sharp

Case Study

CONTENT

Typical contents addressed in a bootcamp **WALK THE TALK**

Insights from Align & Build

Working perceptions, how they impact us

Situational Leadership

How to evaluate and determine people's commitment and capabilities

Manage behaviour – be flexible

Leadership and decision-making

Leadership and motivational structure

Build Trust

Effective Feedback

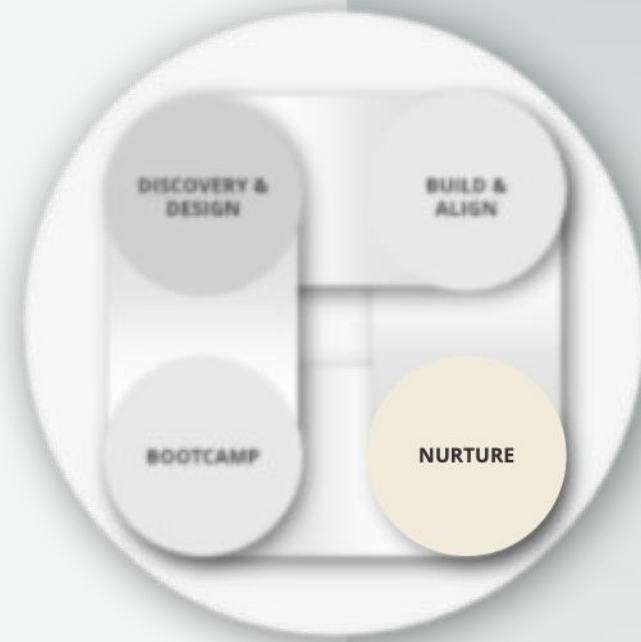
7 supervisory approaches

Dimensions of teamwork

Supervision routines

Personal roadmap

Dimensions of teamwork



Building Block Programme

NURTURE

We have designed an approach to the ownership and sustainability of learning. This approach focuses on the customer's choice (immersive or agile) that promotes behaviour and a change in practices.

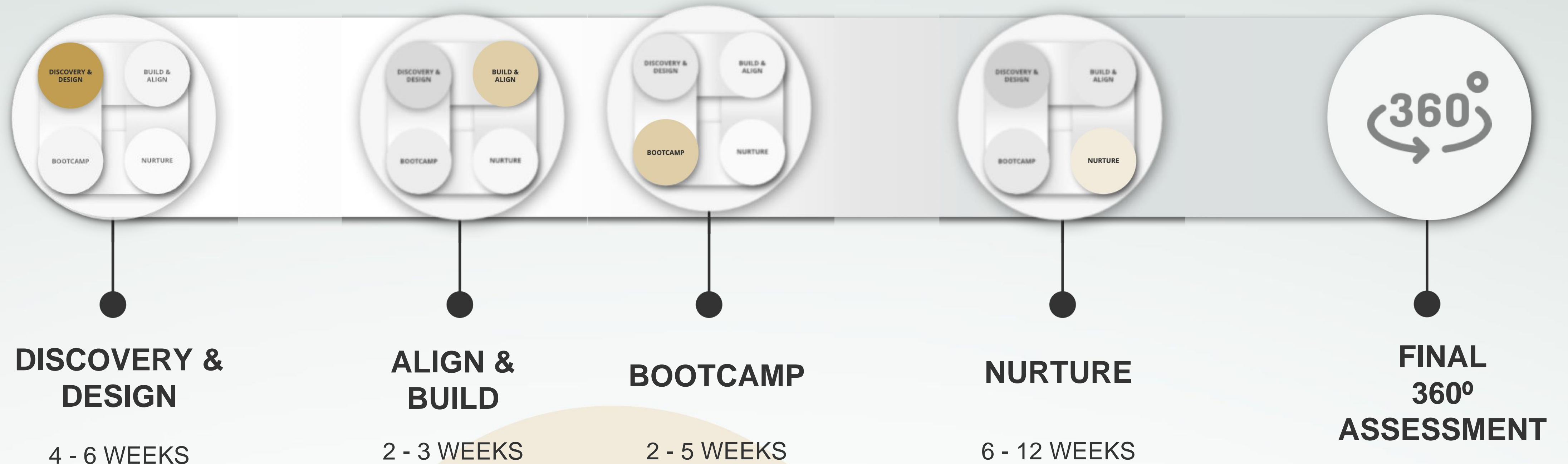
FULL COACH

- Short interval roadmap
- Individual coaching process
- Coaching dashboard progress evaluation
- Final 360° assessment

AGILE PMO

- Portfolio initiatives
- PMO Governance – Roles
- Mobilisation and engagement processes
- Scrum sprints / Operational reality

Time frame



Deliverables

Findings scroll
Initiatives portfolio
Recommendations

**DISCOVERY &
DESIGN**

**ALIGN &
BUILD**

Supervisor persona profile
Leadership engagement
Communication plan

Bootcamp delivery
Personal roadmap

BOOTCAMP

NURTURE

Outcome of initiatives
PMO in place
Methodology

We don't like
to get small
challenges.



**REGULAR
THINGS ARE
NOT FOR US!**