Distinction

Leadership Catalyst

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Introduction

We take pride in our deep understanding of our clients' needs, turning complexity into clarity, and addressing the root causes of challenges rather than merely tackling surface-level symptoms.

Authentic Change

We place people at the heart of our work. Recognising that authentic change arises when teams are actively engaged and involved in crafting their solutions. We empower them to internalise strategy, merge it seamlessly with their roles, and assume appropriate levels of responsibility.

Systemic Change

We champion systemic change for organisational effectiveness, promoting integration across the entirety of your organisation.

We ensure our solutions align with your organisation's purpose, strategic objectives, and daily realities. We utilise a robust combination of proven methodologies and research-based approaches to drive measurable results.

Sustainable Change

Our commitment extends beyond the lifespan of the programme. We remain on hand to support the embedding of sustainable behavioural changes, maintaining accountability and reinforcing progress.

How we work

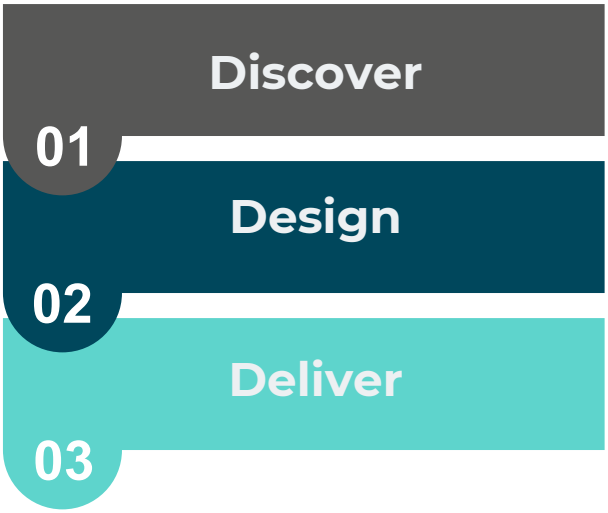
Our offer ranges from comprehensive **multi-day leadership programmes** to **bite-sized learning modules**, 1-2-1 or group **coaching**, and **expertly facilitated sessions**. Tailoring our approach to your unique needs, we meet you and your team wherever you stand on your developmental journey.

We deliver our programmes conveniently with support and resources available on-demand, wherever you are. That can be **virtual, face-to-face or blended** – whatever works best for you and your team.

Our work starts with gaining a **swift, yet thorough, understanding of your organisation** and its people. This enables us to tailor the most effective solutions for your specific needs.

We operate in three phases: discover, design, and deliver. Our discovery phase often unveils **insightful perspective**s on broader organisational dynamics which we share with you for added benefit.

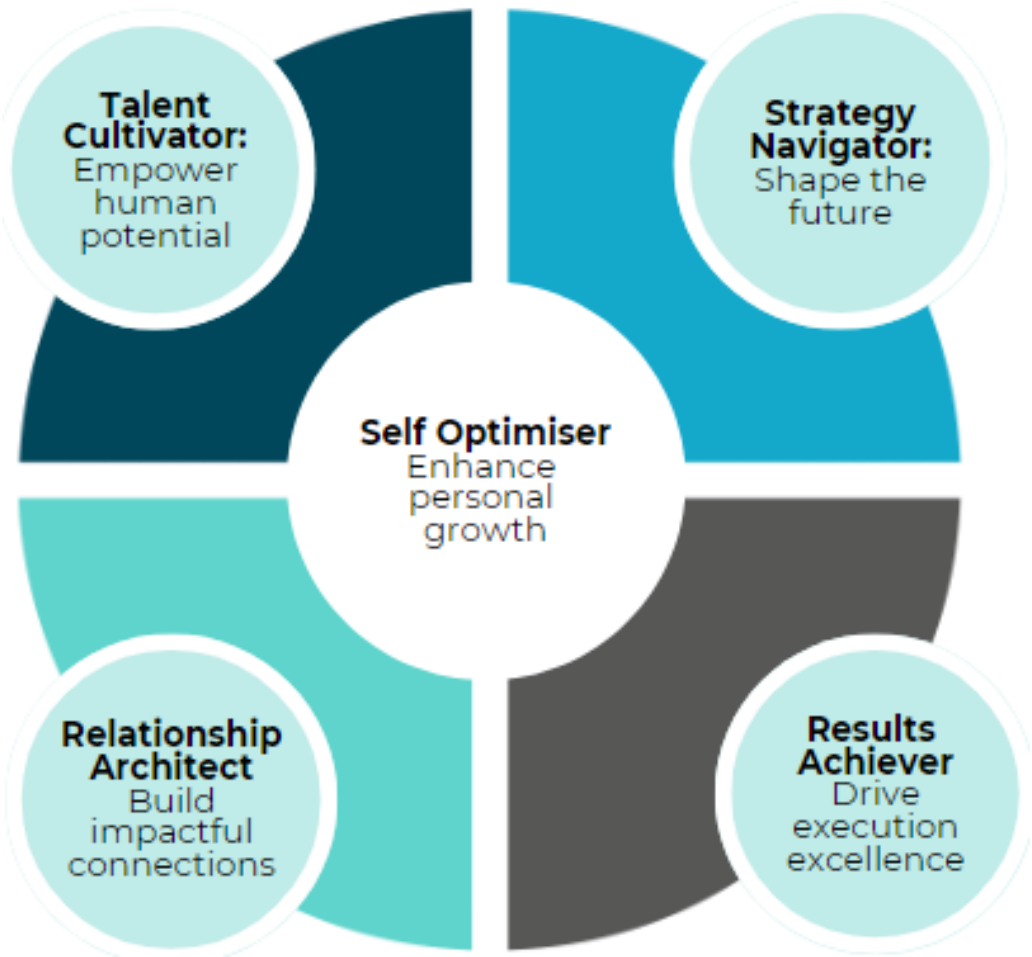
In partnership with you, we **co-create the right solution**, ensuring our efforts align with your requirements **without imposing a significant time burden** on your team



Leadership Blueprint

Irrespective of the format - be it a comprehensive leadership programme, one-on-one coaching, or group facilitation - our a**pproach is underpinned by our robust Leadership Blueprint**.

This flexible, comprehensive model serves as a guiding structure, allowing us to tailor our content and methodology to your organisation's unique needs. Each pillar focuses on a specific aspect of leadership, offering a comprehensive toolkit to nurture well-rounded, effective leaders.



Blueprint Unpacked

Self Optimiser Enhance personal growth

By fostering self-awareness and adaptability, we empower leaders to excel and guide their teams effectively in dynamic environments. We equip leaders to enhance prioritisation, adopt a leadership mindset, and apply emotional intelligence.

Talent Cultivator: Empower human potential

We empower managers to coach, inspire, and develop their team's potential, creating an environment of psychological safety, trust, and accountability.

Strategy Navigator: Shape the Future

We equip leaders to navigate the complex business landscape by honing strategic thinking an decision-making. We empower leaders to anticipate the future and guide their teams towards success.

Relationship Architect: Build impactful connections

Focusing on the human dynamics of leadership we equip leaders to build trust and leverage emotional intelligence, creating a strong, impactful relationships and fostering collaboration.

Results Achiever: Drive Execution Excellence

We foster skills essential for managing change and performance. We support leaders to promote a culture of accountability, enabling leaders to consistently deliver impactful results.

Inside the Blueprint

The following is a summary of the content that could be covered:

Self Optimiser Enhance personal growth

- Self Awareness
- Leadership Mindset
- Self Efficacy and Confidence
- Wellbeing and Resilience
- Emotional Intelligence
- Behavioural Flexibility
- Communication Skills
- Personal Presence

Talent Cultivator: Empower human potential

- Manager as Coach
- Enabling Performance
- Psychological Safety
- Managing Team Wellbeing
- Talent Development
- Effective Feedback
- Delegation
- High Performing Teams

Strategy Navigator: Shape the Future

- Strategic Thinking
- Decision-making
- Horizon Scanning
- Critical Thinking
- Strategic Alignment
- Strategic Communications

Relationship Architect: Build impactful connections

- Challenging Conversations
- Stakeholder Management
- Cross Functional Collaboration
- Inclusive Leadership
- Managing Upwards
- Building Trust
- Networking
- Hybrid Working

Results Achiever: Drive Execution Excellence

- Driving Results
- Managing Change
- Problem Solving
- Accountability & Ownership
- Performance Management
- Effective Meetings and Facilitation

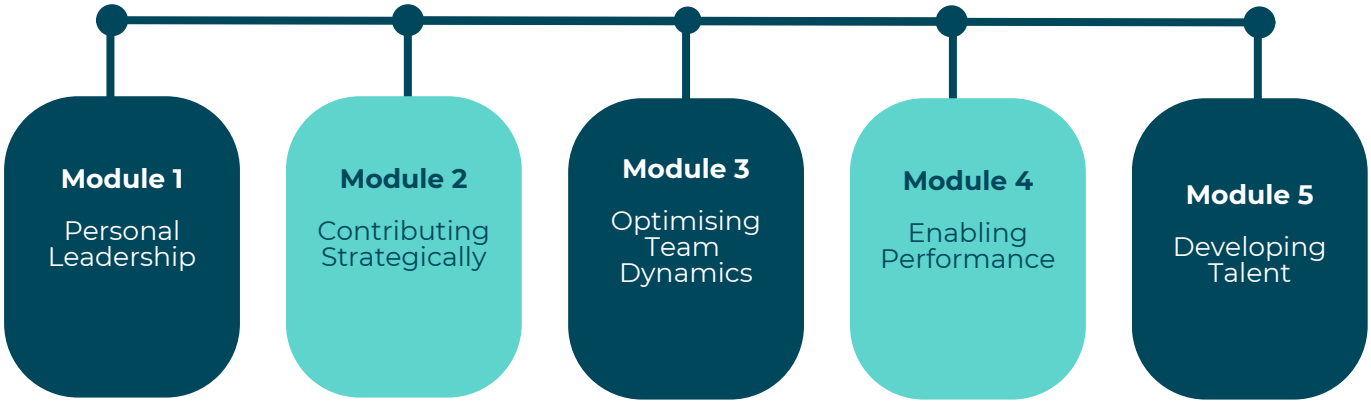
Leadership Programmes

Our leadership programmes are carefully crafted around the **aspects of the leadership blueprint most pertinent to your organisation** and the set of leaders involved. We cater to a **diverse array of leaders**, from those embarking on their leadership journey to those transitioning to, or already in more senior roles.

Our sessions aim to induce a **shift in mindset** and **hone practical skills,** blending experiential learning, discussion, and peer coaching. This mix not only imparts knowledge but also **fosters connectivity** and relationship-building among participants.

Our typical programme spans five days across six months, providing ample time for participants to absorb and apply new knowledge. However, we can tailor this timeline to meet your specific needs. An approach that works well is to **align the timing of your sessions with your business cycle**, providing timely development aligned with tasks like strategy development, business planning, and performance appraisals.

Example Programme

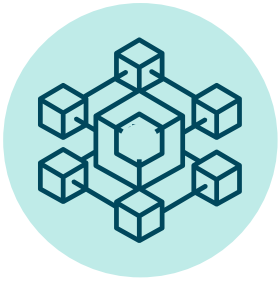


Adopting a **systemic approach**, we set intersessional challenges that facilitate the practical integration of learning into everyday work. Examples include holding crucial meetings with their managers, recalibrating their approach to 1-on-1 or team meetings, and developing a strategic vision for their department.

To support ongoing learning and integration, we offer an **extensive array of digital tools and resources** to support the programme..

Key Programme Features

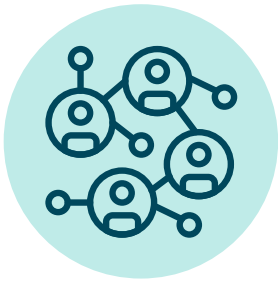
Experiential Learning
Hands-on learning activities, interactive discussions, and practical experiments



Flexible Curriculum
A flexible curriculum, tailored to align with your unique needs

Systemic Integration
So that new skills have immediate impact in the real-world context

Digital Resources
Supporting ongoing learning and on hand for live leadership challenges



Peer Interaction
To enrich learning and foster a supportive leadership community

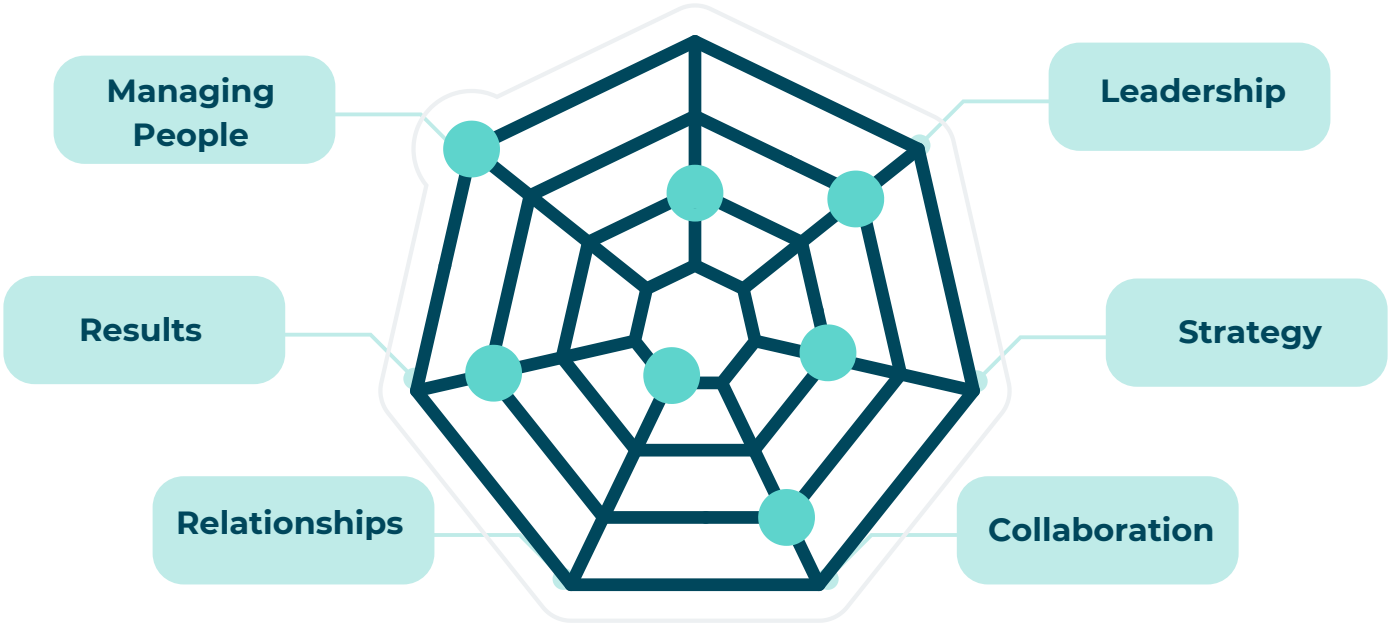
Booster Sessions
Optional Action Learning Sets to continuously empower and equip leaders

360 Benchmarking

Our 360-degree programme is designed to individually and collectively bolster your leaders. This comprehensive approach facilitates the identification of **crucial leadership behaviours and disciplines** necessary to steer your organisation towards its strategic goals.

The programme provides comprehensive feedback on how leaders are perceived, **fostering self-awareness about their management style, time allocation, and leadership impact**. This increased understanding enhances their adaptability to varying situations.

The capabilities benchmarked in the 360 c**an be tailored to your specific needs**. We also encourage **participant involvement in setting and co-creating benchmarks**. This approach not only boosts their engagement but also fosters a sense of ownership and commitment towards their personal development and the overall growth of the organization."



By participating in the 360-degree programme, leaders can deepen their interpersonal skills, effectively communicating, supervising, and leading their teams. They become more proficient in fostering meaningful conversations with peers.

An essential part of the programme is the **development of individual action plans** that build upon existing strengths while addressing any potential obstacles or blind spots.

Team Facilitation

With extensive experience in team facilitation, we offer a range of services designed to promote alignment, optimise performance, and foster robust communication.

Expectation Setting Sessions

Facilitating dialogue between individuals and their managers, we ensure mutual understanding of roles, responsibilities, and performance goals.

Strategic Alignment Sessions

Tailored for mid and senior-level managers, these sessions foster unified strategic direction leadership teams. Our sessions promote efficient collaboration, clarity on expectations, streamlined decision-making, and goal alignment.

High Performing Team Workshops

For individual leaders and their teams to review and enhance their working methods, conditions, practices, alignment, and mindset. The goal is to foster a high-performing team environment that significantly boosts overall performance

Board and Working Group Optimisation Sessions

To ensure clarity, consequence, and challenge on purpose, meeting structure and dynamics to amplify strategic effectiveness.

Team Facilitation

Cross Team Bridge Builder

Designed to strengthen or rebuild connections between key teams, enhancing collaboration and solidifying relationships for improved productivity and operational efficiency

Team Days

Tailored to your needs, our team sessions provide opportunities to co-create solutions for improved collaboration, productivity, and communication. We can work with groups of 6 to 160.

All About Me Canvas Workshops

This session assists team members in understanding their own and others' working styles, helping to minimise conflict and friction. The resultant increased efficiency, reduced stress, and improved relationships significantly enhance productivity and team wellbeing.

My Everything DiSC

We leverage DiSC profiles to enhance team understanding of work styles, aiding in relationship building and shaping the leadership culture.

5 Behaviours of a Cohesive Team

Based on the work of Patrick Lencioni's international best-seller The **Five Dysfunctions of a Team,** our workshops delve into the essential behaviours that drive team cohesiveness and high performance.

Our Five Behaviours of a Cohesive Team workshops aim to **transform your teams into cohesive units, marked by trust, healthy conflict, commitment, accountability, and a result-oriented mindset.**

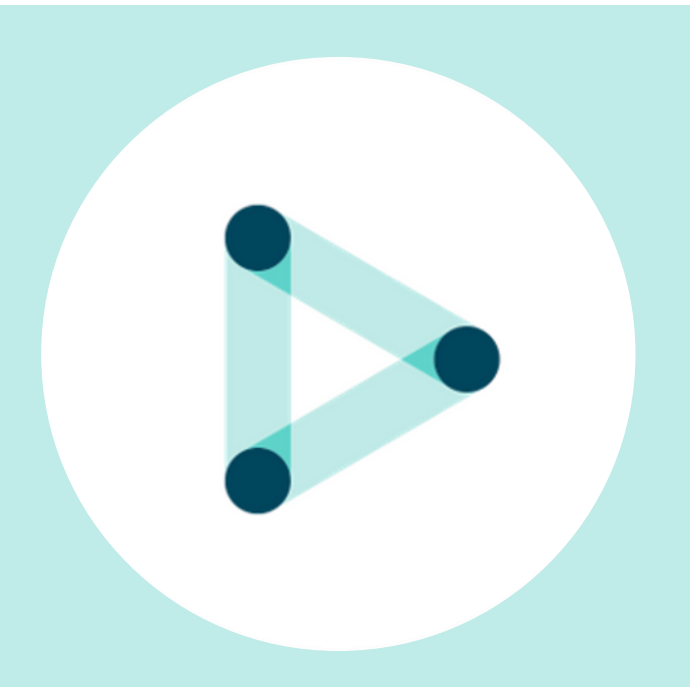
- **Trust Building:** Our workshops foster vulnerability-based trust, where team members feel safe to express their thoughts, ideas, and potential misgivings.
- **Mastering Conflict:** We equip teams with the skills to engage in productive, constructive conflict, turning disagreements into opportunities for growth.
- **Achieving Commitment:** Our sessions teach teams to achieve collective commitment to decisions, fostering alignment and accountability.
- **Embracing Accountability**: We help teams build a culture where peers hold each other accountable, contributing to higher standards and performance.
- **Focusing on Results**: Our workshops guide teams in maintaining a steadfast focus on collective results, steering clear of distractions and individualistic pursuits.

Leadership Coaching

We provide tailored executive coaching that **fuels both personal and organisational growth**. We work closely with you to co-create programmes that are customised to your unique needs, providing clarity on development goals and devising a strategic roadmap for success.

Our coaching sessions **challenge thinking, build confidence, and foster new, constructive patterns of thought.** The sessions can be designed around live business challenges and your business cycle. Evidence-based strategies, tools, and techniques form the cornerstone of our approach, empowering people to excel and drive positive change.

We are committed to providing our clients with the **highest level of support** throughout their coaching journey. With structured sessions and ongoing support, clients stay focused and make swift progress towards their goals. We can also provide **"on-demand" access to their coach** between sessions to navigate opportunities, decisions, and challenges that may arise, to accelerate growth and development.

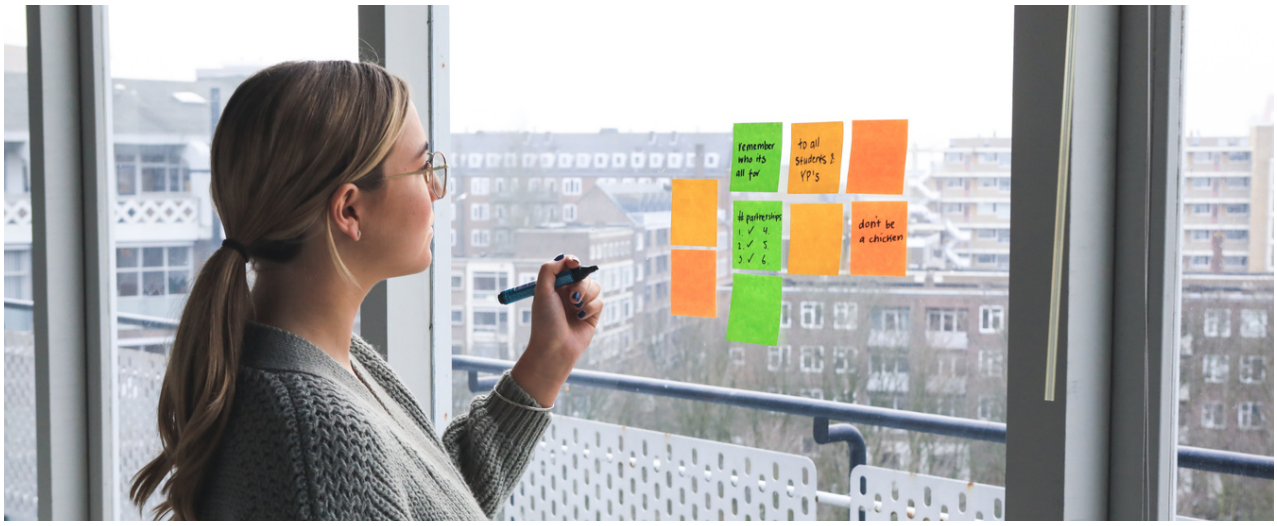


Clients also have access to a **best-in-class coaching platform** that we use to capture actions and reminders, keeping clients on track.

This platform also enables us to elicit **pulse feedback from peers and key stakeholders** on progress and provide access to micro-learning content to further support development.

Career Coaching

Our tailored career coaching offer is an ideal solution for supporting your existing leaders as they **navigate their future career steps**. This programme is designed to help individuals develop a strategic long-term perspective on their career, explore various options, and proactively shape their career path. It **helps clarify short, medium, and long-term career objectives** and identify roles or opportunities where their value and skills are fully appreciated and utilised.



A key part of the programme is **facilitating independence and autonomy**, achieved through understanding personal drivers, role expectations, and needs. This is done via an in-depth self-exploration process, gathering structured feedback, and understanding the perceived impact they have on others.

Our approach also encourages exploration of professional fields, building networks, and evaluating personal interest in various career paths.
The programme guides participants to implement an action-oriented approach.

Throughout the programme, we focus on immediate application of key strategies, tactics, tools, and techniques for a swift and effective career progression.

Emotional Culture Deck

We run workshops using the Emotional Culture Deck. It's a **simple yet powerful and flexible tool for creating new conversations about culture and leadership.** It's used by over 200,000 people in 40 countries to create human conversations about what really matters in the workplace.

Emotional culture is crucial to organisational performance. But many organisations and leaders underestimate the influence emotion has on their culture and leadership. The emotional culture of an organisation influences employee satisfaction, burnout, teamwork, and even hard measures such as financial performance and absenteeism.

Our highly interactive workshops can be run face-to-face or virtually. They are designed around a question that is specific to your team or organisation and the challenges and opportunities you are facing.

By the end of the workshop, you will have explored **how you want and need your people to feel and not feel to be successfu**l and identified the behaviours and actions required to support your people to get there.

The outcomes are captured on an **Emotional Culture Deck canvas** so you have a permanent record of the discussions and a way to track and review progress.

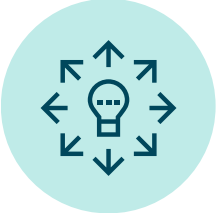
Why Work with Us

We know that every organisation is different, and we work hard to build the best possible future for yours. Our clients say they appreciate how we listen to them and focus on their unique needs.

We **INSPIRE** our clients to see new possibilities, be brave and push themselves outside their comfort zone

We take the time to **UNDERSTAND** our clients at a deep level, and tailor our work together so it gets to the heart of the issue

We **RESOURCE** our clients to feel confident and equipped for whatever challenges and opportunities lay ahead



We **CHALLENGE** our clients thinking and current ways of working

We **FOCUS** on pragmatic approaches that deliver results

Don't Just Take Our Word for it

Since completing the program, our leaders inspire and motivate teams, leading to increased engagement and productivity. Communication has improved, and our work culture has shifted positively for the leaders who undertook the course

It has had an extraordinary impact on our organisation, equipping leaders with the tools to navigate challenges and inspire teams.

I delegated something pretty huge today and it felt amazing. It's going to benefit the person I delegated to, my team, and the business. I wouldn't have been able to see past my own insecurities months ago, but the training you provided put a whole new perspective on things

It's been a pleasure. I have taken other leadership workshops, but this is by far the most effective, practical, and enjoyable. I'm actually putting it into practice.

The program was transformative. The trainers were exceptional, offering practical insights and engaging activities. Peer-to-peer learning enhanced our understanding of leadership principles and improved our self-awareness.

About Us

Garin is an award-winning Organisation Development (OD) consultant with 2 decades experience helping organisations across London, Shanghai, Middle East and the APAC region. Garin has an MSc (Grade Distinction) in OD and a Chartered Fellow of the CIPD. He has a track record of improving organisational performance across many sectors. Clients include Legal and General, IFRS, BNP Paribas, Visa and Citigroup.

Dani is an experienced people and organisational change consultant and coach with extensive senior leadership experience. She is keenly focused on people fulfilling their potential. As Director of People at Investors in People, she was responsible for succession and talent and implemented an extensive programme across the organisation. Dani has an MBA (Grade: Distinction) from Durham Univeristy

Getting the Best from your investment

At Distinction we take an evidence-based approach the work we deliver with organisations. This comes from keeping up to date with the latest research and a deep understanding of what works in practice based on our work with people and organisations over the last 20+ years.

Our top evidence-based tips to get the most out of development for your leaders are:

1. **Foster a Safe Learning Climate:** Ensure a supportive environment that encourages the application of new skills in the workplace
2. **Set Personal Goals:** Involve participants in setting clear & specific personal learning goals to boost motivation and learning transfer
3. **Integrate:** Encourage recognition, feedback, and support from the wider organisation to promote skill application in daily work
4. **Power of dialogue**: Space for discussion is crucial, to foster deep understanding and enhance the learning experience
5. **Quality Over Quantity**: Short, well-designed courses with clear objectives can be as effective as complex programmes
6. **Space it Out**: Staggered learning is more effective as it allows to assimilate and integrate new learning into their practice
7. **Recharge to Reinforce**: Regularly top-up sessions help to consolidate and internalise knowledge
8. **Democratise Leadership Training**: Invest in leadership development for all people managers, not just a select few

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