

ENGAGEMENT : TRUST : CULTURE

“People Development” On a Page Strawman

	Values: Trust, Teamwork, Accountability			Purpose: Make a positive difference		
Programs & Processes MD=Managing Director ED Executive Director D= Director AD =Associate Director A= Associate (graduate) SL =school leaver	Coaching	Executive Leadership	Emerging Leaders	Structured Mentoring	Role + Succession	Talent mapping
	- Executive 1:1 - Co-head - Team coaching Types: - Development - Intervention	Designed for: ELT, SLT, GLT combination of workshops, 1:1 coaching and group – peer to peer learning	Designed for : SLT, GLT, PL (Leaders with limited formal leadership training)	Different programs:- - Emerging leaders - D&I (sponsorship) - Career + Personal development - Reverse - Technical or Standard	- Define role criteria across performance and behavioural Metrix - Role evaluation process (structured and transparent)	9 Quadrant approach to identify development needs (See Pack) by corporate title
Potential Programs by Title						
Executive Leadership Team (ELT) (MD)	✓	✓		✓ Mentors	✓	✓
Senior Leadership Team (SLT) (MD)	✓	✓	✓	✓ Mentors	✓	✓
Global Leadership Team(GLT) (MD&ED &D)	✓	✓	✓	✓ Mentors / Mentees	✓	✓
People Leader (PL) (D, AD)			✓	✓ Mentors / Mentees	✓	✓
(People) AD,A, SL				✓ Mentees	✓	✓
3Qeto Resources Academy / Library embedded into the Client's current library to create consistent organisational language	Tools & Videos:	Strengths Stakeholder Growth mindset Motivaton Wellbeing EQ Sel-esteem listening Self-compassion self- regulation ACT Values Burn-out Time Management Scaling				
	Frameworks:	Goal theory Goal hierarchy Effective Language Feedback Unconscious bias RE-GROW Reading the room Journaling-reflection				
	Surveys:	Harvard-3Qetc leadership People leader feedback Leadership Hygiene New leader fears Psychological safety Sponsor coaching Qs Working –Leading from home Fulfilment Career-mind-map				
Insights	Data, Analytics: by individual, by team, by division, Organisation Feedback – Through pulse surveys in programs, group Check-ins within programs, and targeted, specific development surveys					

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3Qetc Tools Surveys & Frameworks

Tools and Surveys



**Strengths



Stakeholder map



Flourishing wheel



Fixed growth mindset



Self-motivation



Self-Esteem



Self-compassion



Listening



Self-regulation



Emotional intelligence



Values exercise



Goal Approaches



Burn out



Time management



Scaling



Harvard 3Qetc leadership



People leader feedback survey



Leadership hygiene



Working from home



Fulfilment



New leader fears



Psychological safety



Career mind map



**WOW – work on wellbeing



ACT Acceptance and Commitment Training



Corridor coaching

Frameworks



Goal theory



Goal hierarchy



Re-grow



Effective language



Feedback



Unconscious bias



Journaling



Self-regulation worksheet



Reading the room

**External Strategic partners Langley (Capffinity)