



next steps
consulting



LEADERSHIP, INDIVIDUAL & TEAM DEVELOPMENT - COACHING, ASSESSMENTS & WORKSHOPS

High performing individuals are crucial to organisational success but they cannot deliver it alone. Creating high performing teams, who understand how to work together effectively can be challenging, yet that is what drives significant bottom line impact. Leaders who buy into investing in and developing their people make them feel valued which in turn encourages high performance.

“Research suggests that when we see ourselves clearly, we are more confident and more creative. We make sounder decisions, build stronger relationships, and communicate more effectively. We are better workers who get more promotions. And we’re more-effective leaders with more-satisfied employees and more-profitable companies.*”

*Tasha Eurich 2018

HOW WE WORK

Next Steps Consulting works in partnership with both individuals and teams to enable them to be the best version of themselves. We do this by bringing together market leading tools and our specialist consultants who have years of experience from their industry leadership backgrounds. We know how to work with both teams and individuals to drive self-awareness, foster development and ultimately create better organisational performance. We work with you to identify your requirements and propose our services to fit, we provide tailored packages for directors, senior leaders and teams. Our services span Coaching, Assessments and workshops for teams and individuals.

Tailored coaching and development has clear benefits for both the individual and the organisation..A global survey of coaching clients by PWC and the Association Resource Center put the mean ROI for companies investing in coaching at 7 times the initial investment, with over a quarter reporting an ROI of 10 to 49 times.*

* Matt Symonds, Executive Coaching article, Forbes.com, 2011



UNDERSTAND

Understand the organisational requirement

DESIGN

Design the bespoke programme

AGREE PROGRAMME

Agree the programme & costs

DELIVERY

Programme delivery

ACTION PLAN

Agree team / individual next steps and actions

EVALUATION

Programme evaluation



OUR SERVICES

COACHING

Whether we're working with teams or individuals, the Next Steps difference is our ability to quickly form a strong and productive partnership with the coachee. That relationship allows us to provide a trusted, independent view and constructive challenge enabling every individual to become the best they can be, growing both their confidence and competence.

We assign our coaches based on organisational and functional needs as well as chemistry and cultural fit. The output is tangible performance improvements which are both observable and measurable.

LEADERSHIP COACHING & SUPPORT

We create bespoke Senior Leader Packages encompassing the right services to fit your organisational need. This may include; coaching, career planning, leadership and / or specific skills development, health and wellbeing support, financial planning and advice, building resilience and stress management, personal mental health awareness and preventing burnout.

One to one coaching gives your senior people the time and space to enhance personal impact, performance and leadership development. We can also provide executive leaders with advanced problem-solving support and toolkits across complex areas including; leadership challenges, developing cultural change, leading change, performance management and recognition, moral and motivational issues.

CAREER COACHING & OUTPLACEMENT

We provide tailored career coaching to individuals who are looking for the next move or a change in direction whether that's through their own choice or that of their organisation. Whatever the reason for career change, our start point is always the individual, working with them to really understand their long-term goals, values and drivers and then setting them up to succeed.

Our specialist programmes, including executive and senior management outplacement, ensure the best possible outcome for both the employee and the organisation using our alignment model. We know that outplacement requires comprehensive practical and emotional support for individuals. Building individual's confidence at this time to focus on their next opportunity is critical. Individual coaching guidance and support throughout the entire journey is provided for all our clients.

We provide practical support across a number of areas including; creating a great CV, self-marketing strategy, routes to market, interview skills and preparation, negotiating a package, elevator pitch, network management and support over the first crucial 90 days in a new role.

TEAM DEVELOPMENT

The journey to high performing team is ongoing, it's rare that a team achieves high-performance and maintains it. It's unusual to keep the same team together for long, team members come and go, driven by the needs of the organisation and their own career goals and every time the members of a team changes, the team needs to regroup and refocus.

We assist leaders and their teams to understand and pragmatically move towards the 7 characteristics of high performing teams.

WORKSHOPS & ASSESSMENTS

We design bespoke team performance assessments and workshops to suit your objectives and we create a tight brief to ensure we deliver the outputs you need. Typically, we are engaged to work at Senior Management teams and Board level although we can work wherever you need support - our workshops include focus areas such as;

- Understanding personality types
- Awareness of why people behave differently
- Better communication
- Conflict resolution
- New team building
- Managing and understanding stress
- Change management

OUR TOOLKIT

Our experienced consultants create a bespoke programme for your organisation, selecting from market-leading tools to ensure you get the output you need. Our team are qualified across MBTI, British Psychological Society Ability and Personality testing. Tools we use include:

ABILITY TESTING

We support your organisation to ensure your employees or prospective employees have the right skills to do their job using the most relevant psychometric tests. Typical situations where we recommend ability testing include; selection & recruitment process, identifying and selecting talent within your organisation, advising graduates on future career paths, career changers and outplacement.

MYERS-BRIGGS TYPE INDICATOR (MBTI)

MBTI is the world's most widely used personality assessment tool for a reason. We use the MBTI assessment framework as a basis to help people better understand themselves in a way that is relevant to them. Our consultants don't just run the MBTI assessments, they bring the outcomes to life and make them relevant for your people and your organisation with clearly identified next steps. We can focus on individuals or individuals and teams and our consultants are skilled at selecting the best tools to support your people which may include:

- Strong Interest Inventory
- Conflict Assessment using TKI
- Emotional Judgement Inventory (EJI)



I personally have had a long association with Next Steps, over 15 years. They have supported me in the three businesses I have worked for, in a variety of assignments. Their expertise lies in their ability to fully understand the needs of the client, whether that be at an organisational, team or individual level. This understanding provides the basis for a range of potential solutions they have offered me, the client. Their solutions are always well thought through, challenging and pragmatic and they can be absolutely relied upon to deliver the solution to an extremely high standard, on many occasions going above and beyond what was expected. I have no hesitation in recommending Next Steps to you.

Karen Halford - People Director, Homeserve