

CHOOSE
to
GROW



PIVOT LEADERSHIP

Our Flagship Programme will strengthen your EVP and ensure you achieve Wellness, Wisdom and Wins through continual organisational change.

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At a Glance

Leader Level Mid to Senior

Price Approx. £1K per Head

Length 16 Weeks to 16 Months

Class Size Up to 35

Format Online or In person

Preface

Every organisation that aims to be successful in global markets is constantly confronted with new and continual challenges. The biggest opportunity ahead for organisations is adapting faster than the competition. Challenges and disruptions are not going to slow down anytime soon, in fact we continue to see pacesetting and disruption in the workplace despite increased awareness of the risks. What we need right now is to be able to adapt faster as a team, and as an organisation, to get ahead. The question is how do we deal with this type of environment as humans and keep up with the advances in technology? On one level, science right now is not very optimistic. As humans we get comfortable in times of stability rather than change and despite the brain itself being incredibly adaptive in the right conditions, we are not necessarily built for continual fast paced change where the conditions are full of ambiguity. On another level, our workforce are caught up in a mental health crisis where continual days spent 'in the red' are leading to burnt out, overwhelmed and disillusioned teams. As a result we are witnessing weak employee value propositions, amplified team divisions, and negative psychosocial impacts on the workforce. It's a perpetuating cycle and self fulfilling as leaders are ill-equipped to deal with the human response to the continually changing work environment.

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"Pivoting is just the next leg of the change journey."

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Change your thinking, change your leadership

A series of 5 mind workouts that will develop the leadership skills required to successfully achieve WELLNESS, regain WISDOM and WIN at change

CHOOSE
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GET TO KNOW HOW WE WORK

After the sessions with Choose to Grow our leadership team came away energised and motivated for the next work challenge. Their high impact learning model helps the skills transfer back into the workplace. They get business, they get people, and they get results. Their ability to innovate repeatedly makes every session feel fresh, inspiring and relevant. This company has a huge amount to offer the Learning & Development Arena.



- Otsuka Pharmaceuticals UK

1

THE LEADERSHIP LANDSCAPE

The problems and the solutions

2

THE PRINCIPLES

The 5 Step Leadership method that works

3

THE SCIENCE AND RESULTS

The evidence you need to succeed

4

THE LEARNING JOURNEY

What to expect from us

THE LEADERSHIP LANDSCAPE

1

Our Flagship Leadership Development programme belongs in the 24/7 connected business world. We enhance your ability to steer performance through continual change with our 'Brain to Brain' principles.

Understanding how the neurochemistry changes in our brains as we lead change is vital for leadership success.

In previous years teams had boundaries, patterns, routines & behaviours to look up to in a physical building, that supported the company identity, relationships & helped leaders monitor performance.

Today the Purpose, Values & Culture are no longer "on the walls" holding performance together. They need to be at the core of leadership practice to ensure the moving parts of the changing organisation deliver the desired performance outcomes. This will only happen if your teams can persevere in the face of future challenge, include all your talent to work collectively towards the common goal, deliver value creation, optimise performance levels & trust each other with radical candor.

THE PIVOT PRINCIPLES

2

The PIVOT Programme creates a high performance movement of leaders dedicated to one thing: outcomes. When your leaders repackage their current capability around these 5 principles and implement them with excellence, the transformation you will experience in your hybrid organisation will astound you.



Perseverance

Did you know that perseverance is more important to organisational success than intelligence or talent? Here we will explore your leaders ability to demonstrate and role model perseverance so they can **propel people towards a purpose**.



Inclusion

Creating an environment of involvement, respect, and connection – where the richness of ideas, backgrounds, and perspectives are harnessed to create business value - should be the aim for every leader in a Hybrid Organisation. Here we will explore your leaders ability to demonstrate inclusive leadership and how well they can **create communities not cult-ures**.



Value

Understanding the dynamics and attributes behind leadership is critically important to overall performance for any organisation. One of the best ways to understand leadership is to connect it to value creation. Leaders create value in their ability to bring about change through other people. Here we will explore your leaders ability to effectively reach people, **breaking down the 'brain' barrier to creation**.



Optimise

Managing a team with both in-person and remote workers requires new skills and tools. Your leaders focus will need to shift from effort or hours at desks, to outcomes based on set objectives. Here we will look at their ability to optimise their hybrid team by **making passion contagious** no matter where, or how, they are working.



Trust

Trust is essential to an effective team, because it provides a sense of safety. When your team members feel safe in their work environment and with each other, they feel comfortable to open up, take appropriate risks, and expose vulnerabilities. Here we will explore the dynamics of trust and assess your leaders ability to **create clarity in ambiguity** so trust can thrive.

THE SCIENCE

3

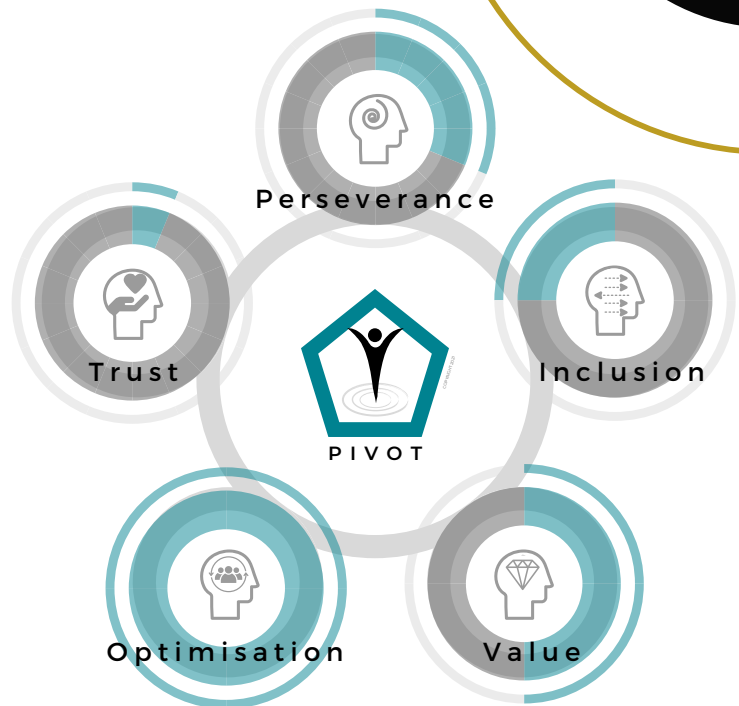
Thanks to advances in brain research, neuro-leadership is assisting leaders to understand their own brains response to the environment that they work in and those of their colleagues in a manner that can unlock performance & innovation. Our PIVOT Model uses brain-based methods to manage the hybrid team and create practical strategies that are 'brain-friendly' to avoid overwhelm due to constant change.

Additionally it enhances the employee experience, as the behaviours developed by the leaders on the programme boost brain chemistry which enhance resilience and wellbeing.

Our leaders focus their energy on:

- Developing team perseverance
- Working to create environments that ensure inclusion
- Break down the barriers to create value
- Optimise their people so they can perform
- Strengthen trust in the organisation

A Pivot Leader projects a sense of optimism and hope during change. Whilst being realistic, they are able to assure others and find renewed purpose in managing through difficult times and conversations.



When confronted with an unforeseen crisis, your team doesn't expect you to have all the answers immediately. They will, however, look to you for guidance and a growth mindset to find a path forward. When leaders concentrate on developing the principles of PIVOT in their daily practice and through their leadership style this trips off the dopamine pipeline that is responsible for 'Resonance.' When resonance is present in a company the environment is rewarding for employees as opposed to when there is 'Dissonance' and the leadership approach to change is perceived as threatening.

Making your hybrid organisation more human through science - even when you are virtual...

THE RESULTS

3



The PIVOT Scorecard is a self assessment tool we have created to benchmark your ability to lead in today's globally competitive, hyper-connected, unpredictable business world. Through the use of this scorecard, you will gauge your level of competency against the PIVOT Model, and then create a strategic plan to be able to build great organisations for the future through your leadership actions, behaviours & thinking.

The Pivot Scorecard works in tandem with the evaluation of your employee promise and employee experience data to strengthen your EVP and navigate the 'Great Resignation.'

Analysing the distance travelled of delegates who have been through the programme we have seen the following improvements:

Average overall score - 63% now / 41% before / +22% shift
Average Perseverance score - 71% now / 42% before / +29% shift
Average Inclusion score - 89% now / 51% before / +38% shift
Average Value score - 58% now / 40% before / +18% shift
Average Optimise score - 64% now / 37% before / + 27% shift
Average Trust score - 57% now / 44% before / +13% shift



**RATED OUR SESSION
CONTENT 'EXCELLENT'**



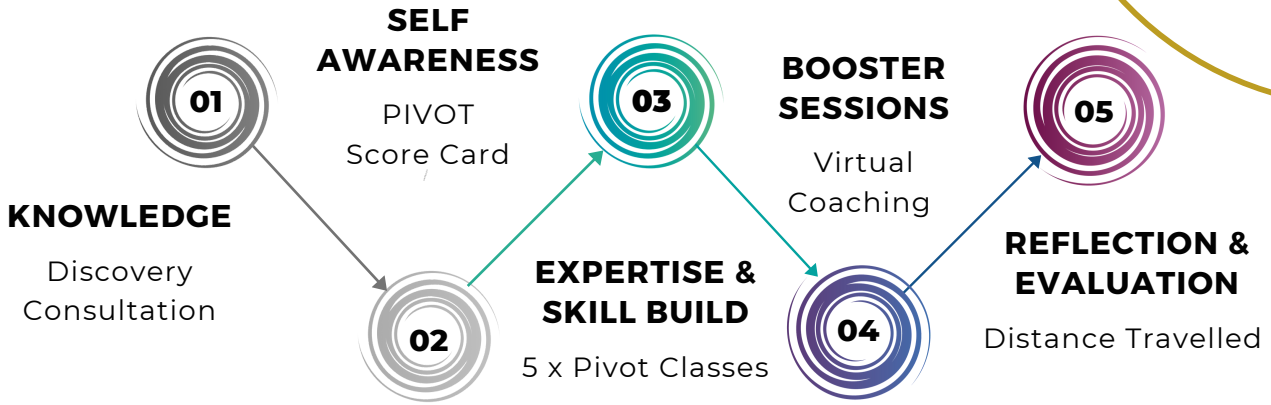
**GREATER KNOWLEDGE &
AWARENESS**



**WOULD RECOMMEND OUR
TRAINING TO OTHERS**

Thousands of Leaders!

THE LEARNING JOURNEY



 LEARNING PORTAL FOR 12 MONTHS POST	 ACCOUNTABILITY SESSIONS	 SELF ASSESSMENT SCORECARD X 2
 PRIVATE PIVOT COMMUNITY	 PIVOT JOURNAL	 WORKPLACE MISSIONS

