

Increasing The Impact of Development Programmes



When you're wondering what difference development will make to the challenges you face...



Looking back

Over the last 20 years leadership and team development has taught theory, developed skills and attempted to change attitudes.

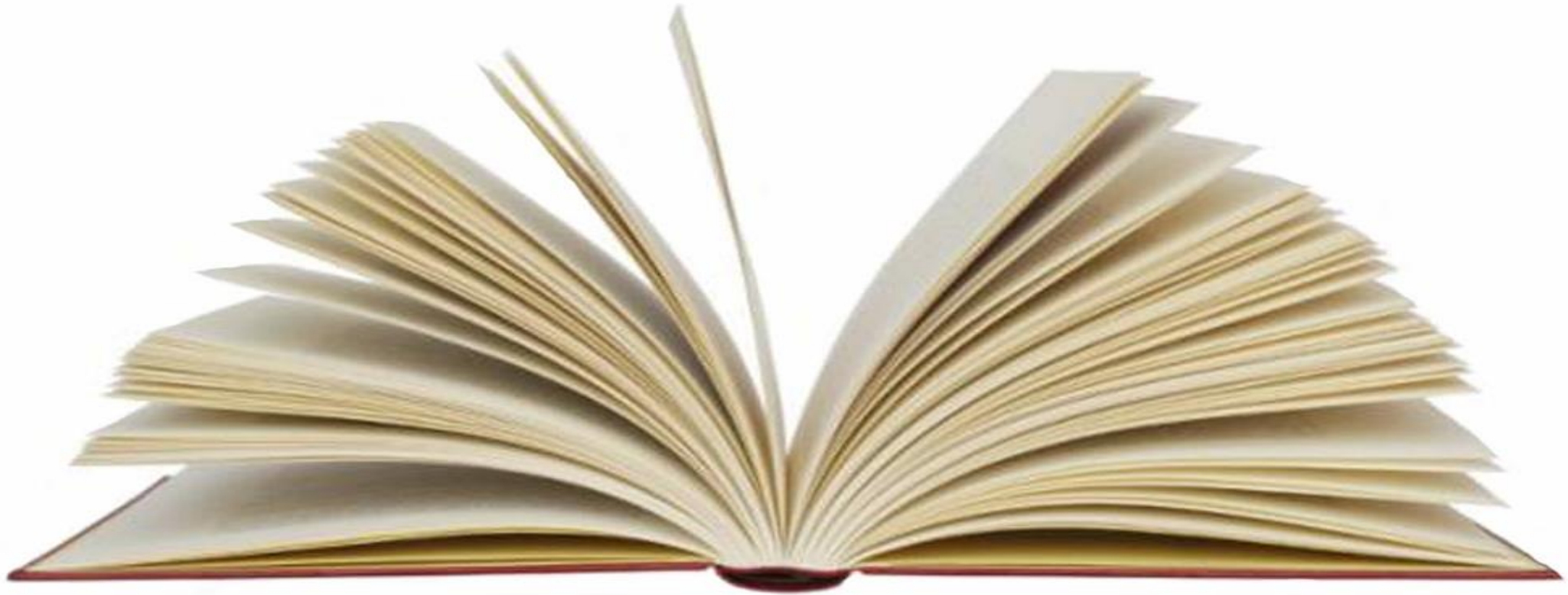


The reaction

These approaches have been 'helpful'. But are they sufficient in helping senior teams adapt to an increasingly uncertain, complex and ambiguous business environment?



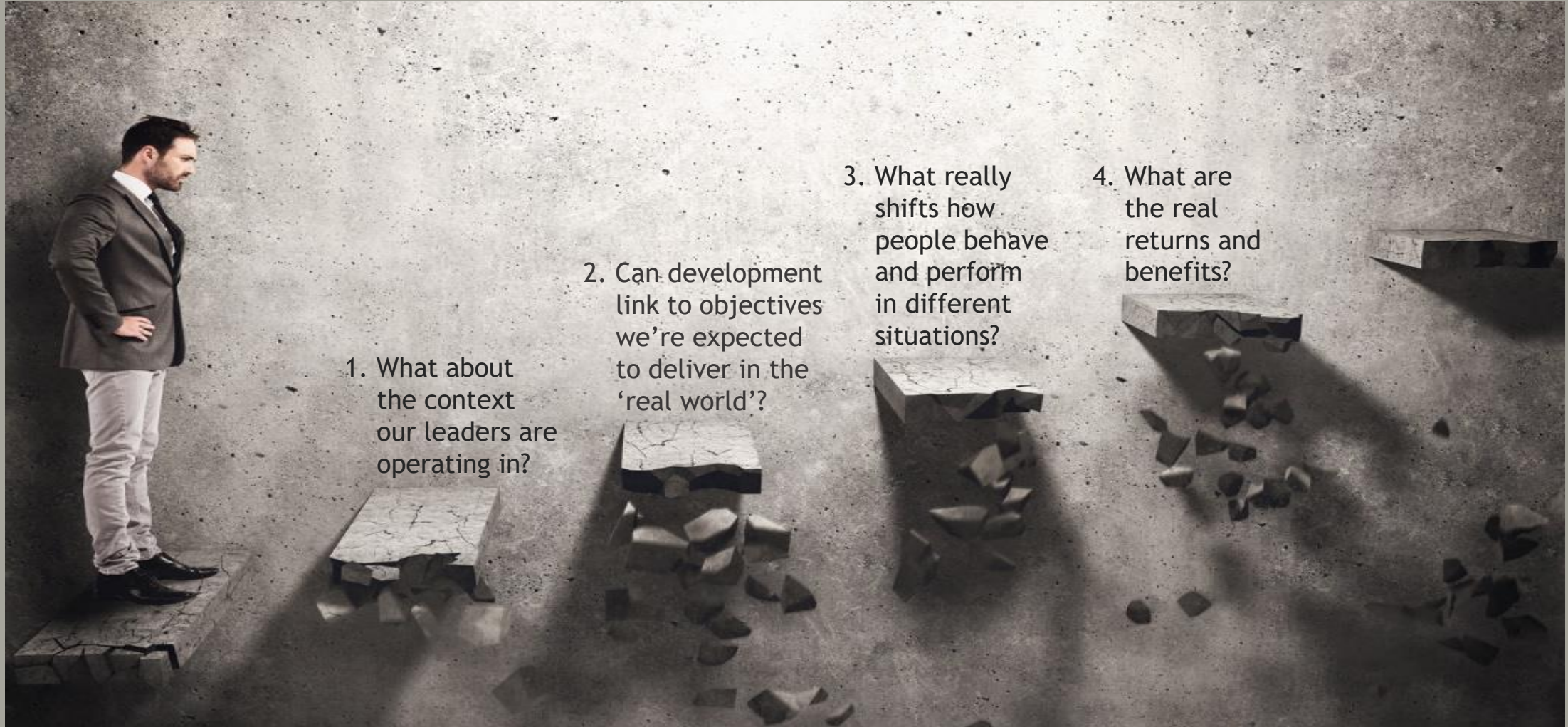
The evidence suggests not.



Over the last 30 years research has consistently shown that 70% of change projects fail to meet expectations. This failure rate was again evidenced in the book *Beyond Performance: How Great Organisations Build Ultimate Competitive Advantage* by Scott Keller and Colin Price.

Many often question the effectiveness of leadership development. The McKinsey article *Why Leadership Development Programmes Fail* helps explain why and cites 4 main reasons why some programmes make little difference to leaders' capacity to lead.

The way we've thought about developing leaders in the past raises 4 understandable concerns



1. Overcoming the context concern



Programmes need to be designed around how leaders feel about their context

If, on the whole, individual leaders feel impatient about the pace of change or concerned about pressures, or just overwhelmed, the development work must explicitly address this. It can't pretend these feelings don't exist.

2. Overcoming the real-world objectives concern

**This is critical if learning
is to be embedded**

Commitment to development increases when it not only helps leaders look at the challenges in their context differently, but makes finding new answers to the actual opportunities and problems they're grappling with easier.



3. Overcoming the what-really-shifts performance concern



Mindsets make the biggest difference

They determine what people feel and do. They're central to whether an issue shows up as an opportunity or a problem at all. When leaders realise this for themselves they naturally shift their own and others' perspectives. New answers follow. So does behaviour conducive to better performance.

4. Overcoming the returns and benefits concerns



Returns:

Changes in financial and other KPIs flow when the previous 3 concerns are successfully addressed.

Benefits:

Include having better discussions, finding new answers, increasing wellbeing and morale.

About The Mindset Difference

We help leaders achieve results that exceed expectations.

Our tailor-made programmes are built around a specific, and often persistent business challenge that needs to be resolved.

They are for leaders and teams wanting to raise their game to the next level,
recover from a difficult period or set off on a sound footing soon after they've formed.

We help people understand how their often unnoticed mindsets work.

This helps them uncover new answers that remove what once felt like recurring blocks to higher levels of performance.

We make it easier to overcome obstacles that lessen commitment to new ways forward.
During implementation, we support leaders as they deepen learning and sustain breakthroughs.

There are many development approaches aimed at improving or refining leaders' skills. Others offer ready-made solutions to your challenges.

Ours is different.

We help leaders and teams realise for themselves the difference their mindset makes as they work on getting whatever needs doing done well.

This has four important benefits:

- It ensures existing skills get deployed more effectively and, if needed, new ones acquired more easily.
- It helps leaders uncover new answers and reach their own solutions.
- It increases levels of engagement and commitment to agreed actions.
- It develops leaders and teams more quickly.

THE MINDSET DIFFERENCE

Better discussions. New answers. Extraordinary results

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