



Leadership

“Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.”

Stephen Covey

Capable leaders when you need them

The current climate contains multiple leadership challenges – the need to drive results and enhance customer service with reduced budgets, a prevailing macro economic, political uncertainty and being in organisations that seem to be in a constant state of structural flux.

Command and control leadership styles are no longer the accepted norm. But what should take their place? The whole area of leadership theory is vast. There seems to be no one right way but the issues don't go away as leaders keep asking:

- How do I operate from my strongest position?
- How do I make a rapid but enduring impact?
- How should I focus my effort?
- What has been proven to work?
- How do I stay true to myself and my personal values?

How we can help

Our belief is that leaders develop best when they work with **live business issues** and draw upon their knowledge, skills and experience in a supportive but challenging environment.

The experience of participants on our programmes is very different as they work on themselves, their relationships with others and the way they think. This is **inside-out leadership development**, grounded in the principles of coaching, solutions-focused working and positive psychology.

Our approach

- In depth assessment to enhance personal awareness
- Coaching each leader and developing each leader as a coach
- Master class input, based firmly on the experiences of others



“I am not afraid of an army of lions led by a sheep; I am afraid of an army of sheep led by a lion.”

Alexander the Great

In depth assessment

Our deep and comprehensive assessment approach provides the psychological insights that predict a leader’s performance in a given role. It identifies developmental gaps and outlines potential transition issues.

Coaching and leader as coach

Developing a leader’s coaching abilities, whilst being coached themselves ensures that an individual enhances their depth of learning and confidence in their skills.

We start with an intensive workshop on understanding the models and applications of coaching and how this approach sits with other styles of leadership. This is followed by two coaching strands – a series of sessions in which leaders practise their coaching skills with each other and a series of 1:1 sessions with an expert coach.

Master classes

Sometimes the difference between a good solution and an excellent one is a little insight.

We provide a series of master classes by blending the minimum of theory with the practical insights of other leaders. What’s important here is that these sessions are co-determined and created.

In the past we have run sessions on a wide range of topics, including:

- Effective partnership working
- Enhances emotional intelligence
- Managing through tough times
- Moving from management to leadership
- Managing upwards

The structure of a typical programme

Performance Context	Performance Potential	Performance Delivery	Coaching	Performance Outcomes
Organisational awareness Business context performance challenges	Personal awareness Psychological profiling	Achieving through others Critical performance coaching skills	Personal Mastery Practice, Build, Embed	Evaluation ROI analysis based on required outcomes
Leadership master-classes				



Bringing Psychology to Life



About

Sixth Sense Consulting was formed in 2010 by two rather different people – a strategist and conceptual thinker with a deep and sometimes disruptive curiosity into the human condition and a pragmatist who plans, organises and gets things done!

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