

# HEADING IN THE RIGHT DIRECTION

MANAGEMENT AND LEADERSHIP SOLUTIONS  
LEADING HIGH PERFORMANCE

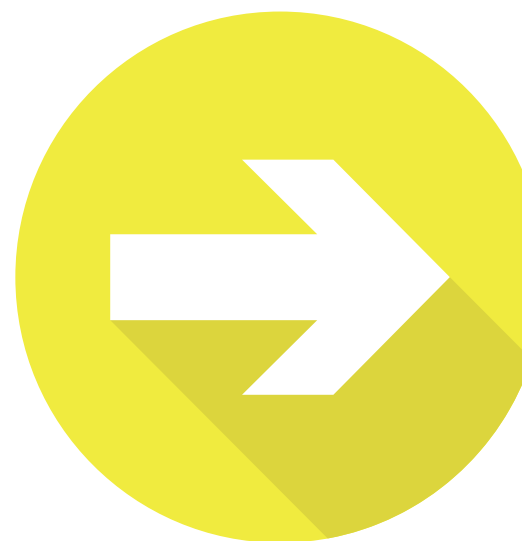
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### BASED ON SOUND RESEARCH

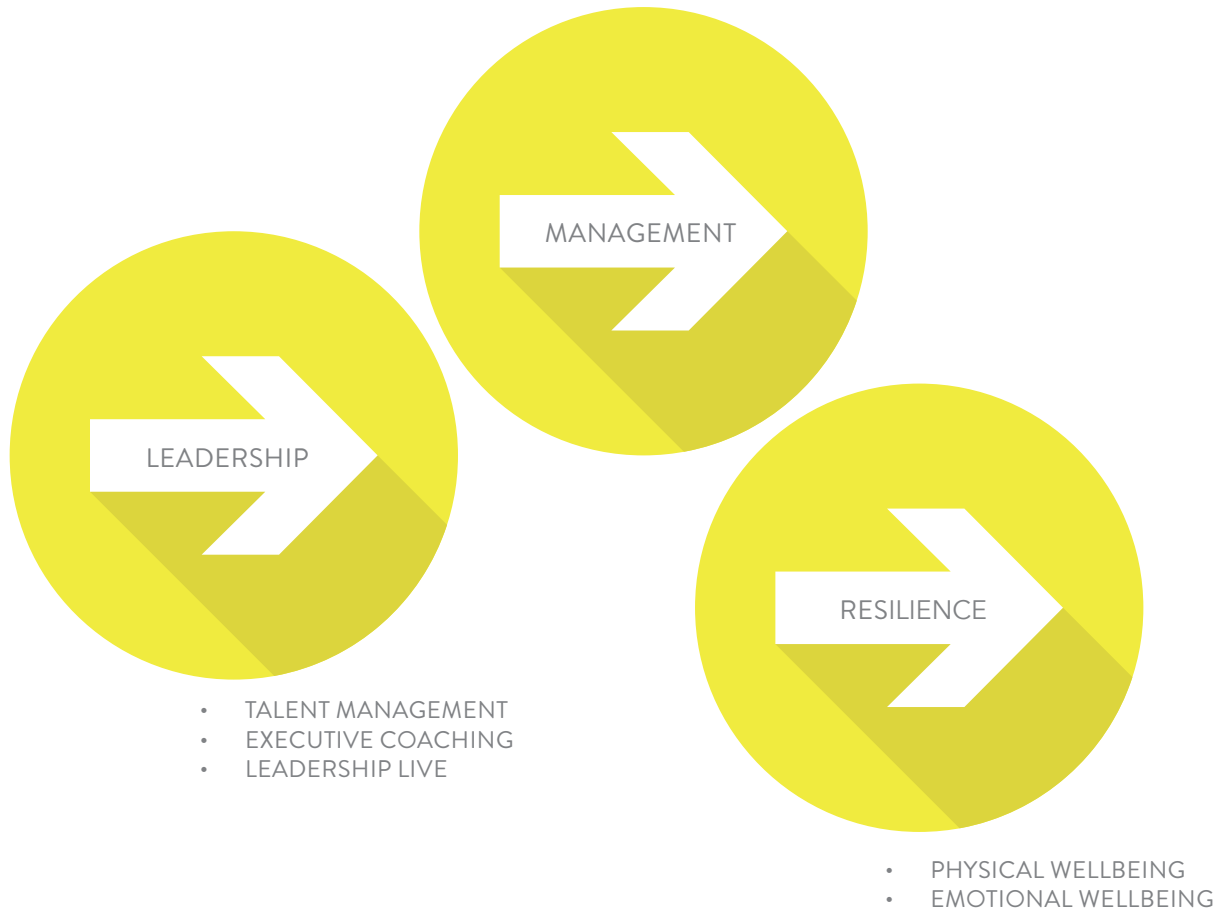
At edoMidas, we stick to the facts. Our work is based on careful analysis of high-performing businesses all over the world. This allows us to deliver knowledge, tools and skills based firmly on research, not supposition. Furthermore, we test our products extensively to assure their quality. So you can be sure that each programme is an up-to-date, high-impact solution.

### PROVEN TO GET RESULTS

We understand the human behavioural elements that result in high performance. Addressing these behaviours with the strategies and tools we offer will result directly in measurable improvements within your organisation. This brochure provides an overview of each product and what you can expect from it. Our products and services can be tailored to meet your specific needs and requirements. They all stand alone; together they offer a powerful suite of programmes to develop your leadership and management skills.

## HEADING IN THE RIGHT DIRECTION

- EXPERT MANAGEMENT
- MANAGER AS COACH
- edoHPM



# INTRODUCTION

## EDOMIDAS MANAGEMENT AND LEADERSHIP SOLUTIONS

We offer a range of solutions to help your company achieve maximum results. Solutions range from management development and leadership coaching, to in-depth profiling for talent development and the promotion of leaders.



“edoMidas’ professionalism and dedication to their clients ensure they deliver results. Their knowledge of best practice and supporting in-house research is second to none.”

JUDY LESLIE CARTER  
Head of Training and Development  
National Australia Group

# TALENT MANAGEMENT

## PICKING THE RIGHT ONES

Identifying your top talent to develop and promote is a key driver of performance in any business. There is a great deal more to people than first meets the eye. Everyone has talent for something and possesses a unique blend of strengths, beliefs and motivations. The better you understand and then identify the kind of talent you need in your business, the better your people perform.

### RIGOROUS RATHER THAN RANDOM?

Gut instinct, face value and subjective impressions are not reliable indicators of talent or performance. Yet they are still common approaches to identifying talent in organisations. edoMidas offers a first class talent profiling service that rigorously identifies your people’s strengths, potential and development needs. Our team of experienced psychologists offer a specialised approach that provides insight and support to both the candidate and the business.

### WHAT BUSINESS BENEFITS DO YOU GET?

- Clear understanding of what talent looks like
- In-depth information to inform succession planning
- Insight into motivation, values and key strengths of individuals
- An approach that supports the individual’s development and self-awareness



# EXECUTIVE COACHING

## NAVIGATING FOR SUCCESS

### WHO HELPS YOU TO STEP UP WHEN YOUR WORLD IS CHANGING?

In a leadership position, you are likely to receive significantly less support and development than in any other role in an organisation. Your challenges are usually unique, work-specific and of a confidential nature, making it difficult to share openly. This in itself makes it more difficult to get the information and support that will best prepare you to navigate through uncharted territory.

### WHAT'S YOUR CHALLENGE RIGHT NOW?

- Taking on a new project or role?
- Growing your business?
- Big changes ahead and you need clarity on what to do next?
- Need some new skills and more knowledge?
- Want to perform even better by making more of your strengths?
- Received feedback that you need to make changes – but you're unsure where to start?

### HOW DOES IT WORK?

Our coaching programme draws on years of research into high-performance leadership, and extensive experience in supporting and developing great leaders. It is a bespoke, focused, confidential, one-to-one programme. Sessions are designed to have positive impact from day one, providing you with the feedback, reflection and tools you need to excel and advance.

### WHAT BUSINESS BENEFITS WILL YOU GET?

- A thorough understanding of your strengths, talents and motivations and how to put them to optimal use
- In-depth feedback on your leadership style and effectiveness
- An opportunity to challenge your own assumptions and develop your personal brand
- A defined 'leadership brand'
- Strategic perspective and action to excel in your career
- A confidential place to reflect, plan, test new ideas and learn

"edoMidas did a fantastic job in coaching our Partners to understand what makes a high performing organisation and provide them with the tools and the approaches necessary to successfully address difficult conversations. I was delighted with the success of the programme and feel that we will continue to reap the benefits throughout the firm for many years to come."

DEREK CUMMINGS  
HR and Development Director  
Burness Paull LLP

# LEADERSHIP LIVE

## GOING FOR GOLD

### LOOKING FOR BETTER RESULTS YEAR-ON-YEAR?

Leaders are tasked with delivering bottom line results, performance improvements, cost reductions and greater efficiency year on year.

### HERE'S THE PROBLEM...

We know that the majority of leaders will not have received the information and tools that best equip them to deliver through their people. In fact, the first leadership development they get is usually after the age of 40 and only 30% receive it.

And the problem gets bigger! Even when leaders do receive training, we know that leadership skills are not learnt in a classroom, they are developed 'live' on the job. This means that most leadership development remains either self-taught or an academic classroom experience.

### GO 'LIVE'

To address this issue, edoMidas has developed a unique 'Leadership live' development programme for leaders. Rather than offering just classroom based training, we offer a leadership experience where leaders learn on the job, producing real bottom-line results whilst receiving the critical tools, knowledge and support that will help them achieve their goal.

The live programme identifies real life business projects for leaders to deliver through their teams over a six month period. Participants learn the key steps in the 'Leadership live' process either in short workshops with their colleagues or 1:1 with their coach. The practical skills are then developed on the job, with the support of a personal coach and a mentor within the business.

### HOW DOES IT WORK?

This is an intensive, interactive learning experience that offers real skills development through a combination of live business projects, short workshops and 1:1 leadership coaching.



### WHAT BUSINESS BENEFITS DO YOU GET?

The edoMidas 'Leadership live' programme is designed specifically to produce agreed, measurable bottom-line results:

- Cost savings, increased revenue and business improvements
- Increased productivity, trust and engagement
- Development of measurable leadership skills
- Highly capable, confident leaders who can achieve outstanding results through their teams

"Whether you are working with senior executives or driving middle management capacity, edoMidas bring a wealth of evidence-based research together with a deep understanding of how to develop skills of leaders and I would recommend them to any organisation which is serious about making sustainable change."

CRAIG SKED  
Organisational Development Manager  
National Australia Bank



“edoMidas’ professionalism and enthusiasm in immersing themselves in our culture and procedures was second to none and added significant value. Feedback from participants has been of a continuously high level, with endorsements such as: The quality of this programme is on a par with a business school.”

KAREN MCGINLAY  
Learning & Performance Manager  
National Australia Group

# EXPERT MANAGEMENT: THE 5As

## DO YOU NEED TO ACHIEVE MORE WITH LESS?

As a leader or manager, the demands to increase output and focus on the best ways to utilise your people are never ending. The fact is that you have limited people resource available and most likely can’t work any harder than you already do. That presents a challenge that can’t be overcome by simply doing more of the same.

### WHAT REALLY MAKES THE DIFFERENCE?

To stand out and deliver, it is critical that you know what really makes the difference when you are leading your teams. The edoMidas 5A programme (Aim, Ability, Attitude, Approach, Adaptability) gives you a crucial insight into the five key drivers of performance and helps you develop the skills that will make a tangible difference when leading your teams.

### HOW DOES IT WORK?

This is an intensive, interactive learning experience that offers real skills development, in-time feedback and practical tools to enable you to increase performance in your team with immediate effect. It is run in-house and we design it specifically for your organisation, making it bespoke and relevant to your current needs and objectives.

### THE EDOMIDAS 5A PROGRAMME GIVES YOU THE SPECIFIC TOOLS TO:

- Motivate and get more from your teams
- Develop your people to step up to new challenges
- Manage change and stimulate business improvement
- Inspire a sense of common purpose
- Focus your team on the company’s goals and vision
- Achieve consistency in performance and output
- Deal effectively with underperformance



“edoMidas has been responsible for designing and providing a highly successful management development programme within our business and is one of our most trusted suppliers, consistently delivering high quality skills development and effective management tools.”

SIEGFRIED HONA  
Corporate HR Director  
Voith (Germany)

# MANAGER AS COACH

## NEED TO RAISE THE BAR?

How you motivate your people to step up to new challenges, increase engagement, enable better decision making and encourage initiative are all big issues on the management agenda – especially where budgets are tight and resources limited.

## BRING OUT YOUR PEOPLE'S POTENTIAL

When looking to answer those questions, coaching is a management essential that effectively delivers business results. Coaching is a powerful tool that uncovers potential and builds capability by getting under the skin of your people's motivation, decision-making and strengths.

The edoMidas five-step coaching model is designed specifically for managers and gives you the knowledge and skills needed to successfully coach your direct reports.

## HOW DOES IT WORK?

Rather than taking a generic approach, we work with you to identify specific real-life coaching opportunities within your team. This is a highly practical approach that enables you to put your coaching skills to immediate use within your team.

## WHAT BUSINESS BENEFITS DO YOU GET?

- Make better decisions
- Take more responsibility
- Develop skills and knowledge further
- Deliver on stretching goals
- Overcome obstacles



# edoHPM BENCHMARKING

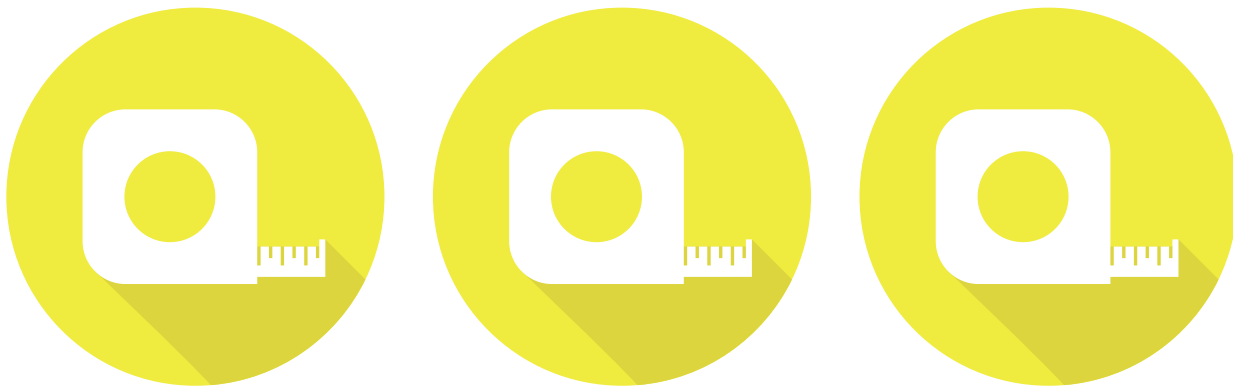
GETTING THE MEASURE OF THINGS

"Martin Currie has worked with edoMidas on a range of assignments related to talent development within the firm. The edoHPM tool is a simple and effective way of getting to the root of the key issues, and their practical, focused and direct approach was invaluable."

WILL BRYDON

HR Director

Martin Currie Investment Management Ltd



## WHAT DOES HIGH-PERFORMANCE LOOK LIKE IN YOUR BUSINESS?

In every business, there are teams that outperform others. The better we are able to understand and measure the drivers of high performance, the better we can achieve high performance throughout. The edoHPM is our unique in-house survey tool that measures the key behaviours that drive performance in your people and their managers. Based on extensive research, this tool provides an instant overview of engagement levels and management performance across your teams. In addition, it allows each manager to benchmark and track his or her own performance and receive ongoing feedback.

## HOW DOES IT WORK?

The survey is administered online and only takes a few minutes for your teams to complete. It is a quick and effective way of gathering crucial feedback from people throughout your organisation. We analyse the results and deliver a summary report. This establishes a benchmark against which you can measure improvement, year on year.

You can also use the edoHPM to measure progress throughout management training and coaching. Every item on the edoHPM is related to a skill that we train on the 'Expert management' programme.

## OUR edoHPM BENCHMARKING SURVEY IS A FACT FINDER THAT GIVES YOU:

- Insight into employee engagement
- A benchmark to track improvements over time
- A measurement of behavioural change
- Accurate analysis of performance

# RESILIENCE AND WELLBEING

## ALIVE AND KICKING

“With the subject of wellbeing increasingly on the agenda, it’s great to finally see and understand the research behind the theory. The edoMidas session on happiness provides useful and insightful tools to help create an environment which supports wellbeing and productivity.”

DAVID YOUNG  
Banking Change Release Manager  
Tesco Bank Credit Cards



### WHEN THE GOING GETS TOUGH

Although it is not unhealthy for us to experience challenges in our working and personal lives, these challenges can cause levels of pressure that negatively impact on our performance, health and wellbeing. The way we manage ourselves during challenges and pressure varies greatly. However, one thing we know for sure is that we can all learn to manage ourselves in ways that significantly improve our personal resilience and sense of wellbeing.

### RESILIENCE IS KEY

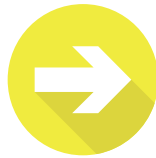
Resilience is critical. Not only is resilience the key to recovering quickly from setbacks and pressure, it is also the key to us being able and willing to step forward into new opportunities, managing the uncertainty and change this can bring. The ‘Alive and Kicking’ programme shows you exactly how to achieve this. Drawing on extensive research from all over the world, you learn what really makes a difference to your wellbeing and how to build your resilience in easy, practical steps that can be incorporated into your everyday life.

### HOW IT WORKS

The ‘Alive and Kicking’ series can be designed as an employee wellbeing programme and delivered in short 60/90-minute workshops.

### SPECIFICALLY YOU WILL LEARN:

- What really makes you stronger – it’s not what you think!
- The habits that erode your strength
- How to thrive, not just survive
- Six tools that make a difference right now
- How to track your resilience, happiness and wellbeing
- More resilience and ‘bounce back’
- Increased energy
- Greater sense of calm
- More clarity of mind



We also offer 90-minute smartClasses.  
You can find out more here:  
<http://www.edomidas.com/solutions/smartclass>

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