

HEADING IN THE RIGHT DIRECTION

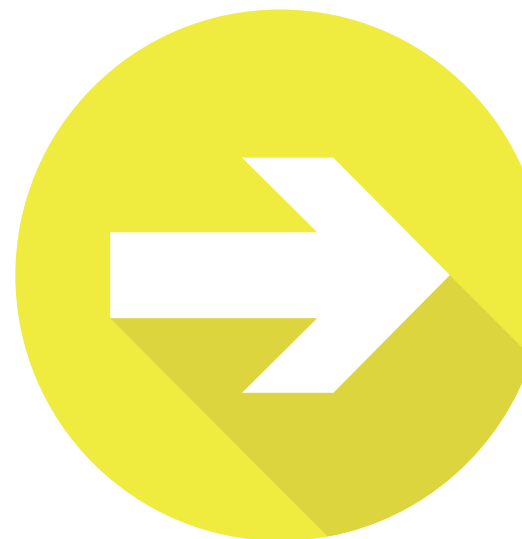
MANAGEMENT AND LEADERSHIP SOLUTIONS
LEADING HIGH PERFORMANCE

edo | MIDAS

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BASED ON SOUND RESEARCH

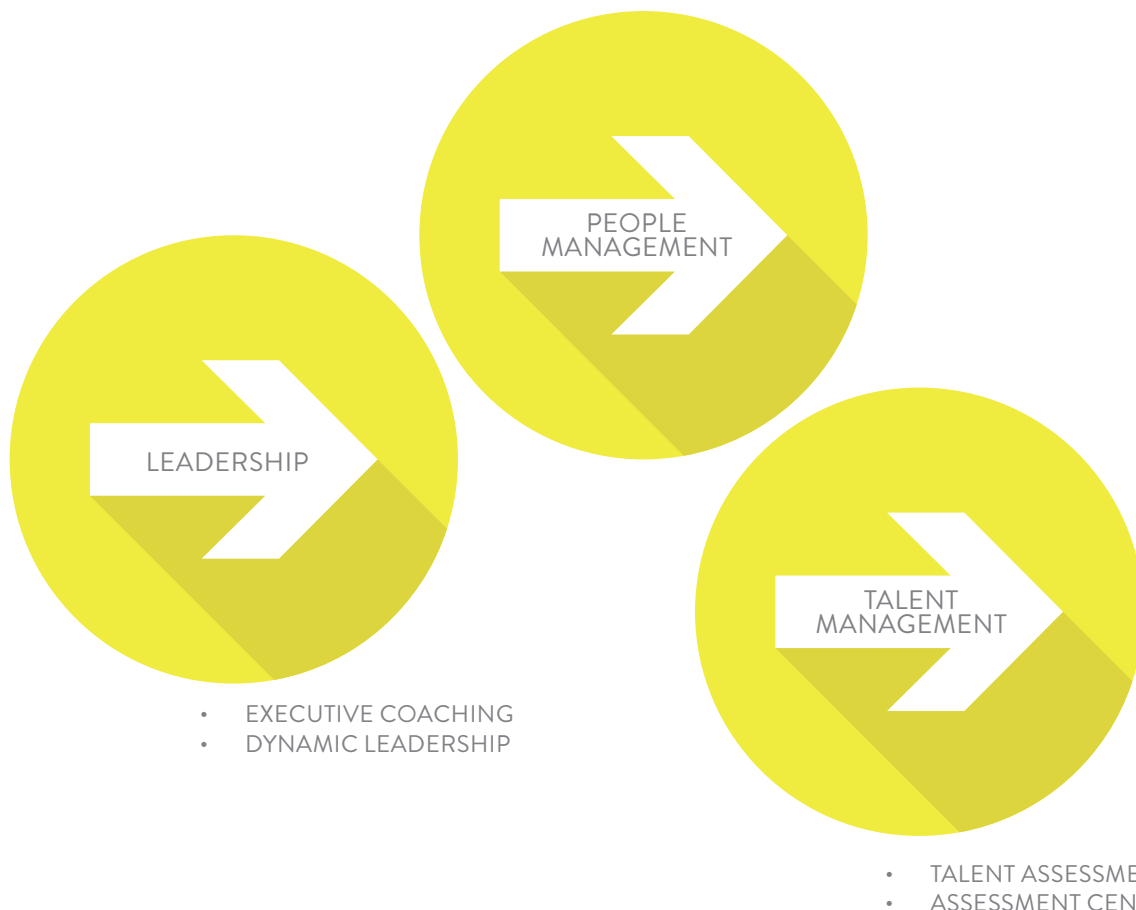
At edoMidas, we stick to the facts. Our work is based on careful analysis of high-performing businesses all over the world. This allows us to deliver knowledge, tools and skills based firmly on research, not supposition. Furthermore, we test our products extensively to assure their quality. So you can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



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

DYNAMIC LEADERSHIP

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.

In an increasingly uncertain and complex world, leaders are required to anticipate what is happening further downstream, set out their view of how the future may look and inspire others to take action and deliver results. They must do all of this whilst maintaining a calm and confident outlook.

GO DYNAMIC

To support leaders, edoMidas has developed its 'Dynamic Leadership' programme to focus on four key aspects:

- **Resilience** – navigating difficult situations and challenging times and problem solving under pressure
- **Engagement** – inspiring others to take action
- **Strategic understanding** – identifying, shaping and communicating your vision
- **Trust** – demonstrating personal integrity and building trust with those you lead

HOW DOES IT WORK?

The programme includes four classroom-based sessions interspersed with group coaching sessions to enable leaders to apply their learning to the here-and-now, ensuring they can quickly implement what they learn.

THE EDOMIDAS DYNAMIC LEADERSHIP PROGRAMME GIVES YOU:

- Practical tools to manage thoughts and emotions and become familiar with decision-making processes that enable analytical rather than stress-induced thinking.
- Tangible and practical techniques for optimising engagement in their team on a day-to-day basis.
- Insight into how to analyse their current role and objectives with a future focus that encourages both clarity and challenge.
- An understanding and appreciation of how to leverage their personal strengths and values to build trust in 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?

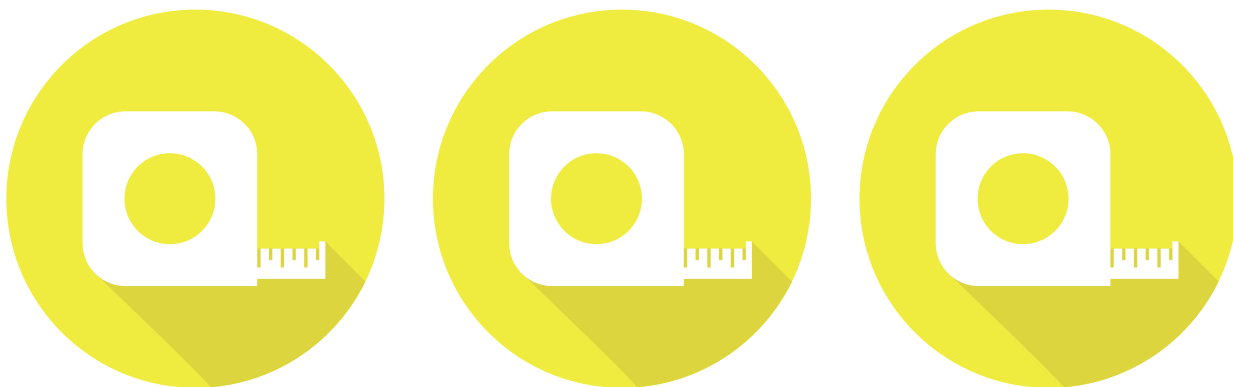
- Make better decisions
- Take more responsibility
- Develop skills and knowledge further
- Deliver on stretching goals
- Overcome obstacles

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



“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 ASSESSMENT

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



ASSESSMENT CENTRES

MAKING INFORMED DECISIONS

Assessment centres provide candidates with the opportunity to demonstrate how they will perform in certain roles. This gives you the chance to observe their performance against pre-determined competencies. Ultimately, this will enable you to select the right candidate for your business.

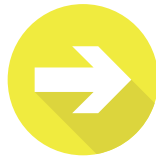
Using a combination of psychological research and expert consultancy we can design an innovative and bespoke experience that accurately reflects the needs and culture of your organisation.

"I have worked with edoMidas for more than nine years and throughout that time they have been instrumental in helping us assess the potential of our people. From graduates through to new partners, edoMidas has played a critical role in challenging and shaping our thinking and helping us to design, develop and deliver programmes whilst also carrying out assessments for potential new partners. They are truly trusted advisers, and I can't recommend them highly enough."

DEREK CUMMINGS
Director of HR and Operations
Burness Paull

WHAT BUSINESS BENEFITS DO YOU GET?

- Deeper insights into people's strengths and abilities
- The right people with the right capabilities in the right roles
- A highly effective and objective process
- Increased organisational effectiveness
- Cost-effective method for recruitment and succession planning



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

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