

# nORTH 52

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## **LEADERSHIP DEVELOPMENT**

For organisations that take leadership development seriously



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**In today's fast-paced world, leaders are facing unprecedented challenges that demand agility, flexibility, and resilience. From navigating chaotic and uncharted environments to leading remote teams, modern-day leaders must be equipped to adapt to the ever-evolving landscape of technology, society, demographics, and the environment.**

To meet these demands, leaders must embody a new breed of leadership – one that is transparent, courageous, creative and compassionate. They must inspire trust and accountability among stakeholders, while also demonstrating a willingness to take risks and think broadly.

At its core, today's leadership is about embracing change, confronting uncertainty, and unlocking new opportunities. We know that in this context finding time and space

to be purposeful about leadership is more important than ever. Leaders and organisations need to be mindful of the ripple effect they create, and ensure they lead sustainably.

At **North-52**, we create the ideal conditions for leaders to explore, experiment, and reflect on their leadership approaches alongside their peers. Our focus at **North-52** is not on teaching, but on empowering leaders to take action and embrace reflexivity in their leadership.

Our programmes are designed to address current challenges arising from the corporate, societal, and environmental landscape, and provide leaders with the tools and confidence to face future uncertainty and complexity head-on.

By participating in our programmes, leaders will not only enhance their leadership skills, but also have a meaningful impact inside and outside of their organisation.



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# OUR PROGRAMMES

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**From senior leaders to middle management, through to aspiring leaders, we design tailored programmes in partnership with you. Over the years, we have discovered that certain core elements have a real impact on developing exceptional leaders. We incorporate these elements into our programmes to ensure that your leaders receive the most comprehensive and effective learning and development possible.**

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We adopt a **modular approach**, spaced accordingly to work with the rhythm of your business operations. This enables learning to be tested, adapted and implemented.

- **Delivery modes are mixed.** Core modules involving experiential learning are delivered in person, and specialist subjects delivered online. This increases accessibility for different learning styles, busy diaries, and multiple geographies and time zones.
- For us, true success in leadership development is when the curiosity and desire to learn extends far beyond the completion of the programme. That's why we establish **peer learning groups** in cohorts, which provide a supportive

and reflective environment for leaders to continue their learning after the core modules have ended. We have found these groups often develop strong bonds and continue to support each other long after the programme has concluded. By establishing peer learning groups, leaders develop the self-managing skills to continue to learn from one another, ultimately driving greater success for themselves and their organisations.

- **Reflective practice** is a critical input into leadership development. This discipline from the coaching world sits at the centre of our programmes, with leaders adopting the practice of taking the time to build self-awareness, generating self-feedback and adapting their thinking and behaviour accordingly, with curiosity and humility.

## TYPES OF CONTENT

**It's up to each organisation** as to what they'd like included in their leadership development programme, but we can advise and help shape the thinking. From experience, we've found starting with the leader understanding more about themselves is pivotal. It doesn't matter what type of leader someone thinks they are. They are the type of leader others experience them as being. Organisations often start with individual development, using a psychometric assessment which we can conduct to develop that greater sense

of awareness. From there, we move in to topics on principles of leadership, emotional intelligence as a leader, understanding theories of motivation, engagement and building trust, exploring contemporary leadership challenges, developing confidence in dealing with the day-to-day complexities of managing performance and tackling difficult conversations, and developing coaching skills as a leader.

Programmes are supplemented with carefully selected core reading texts and materials.

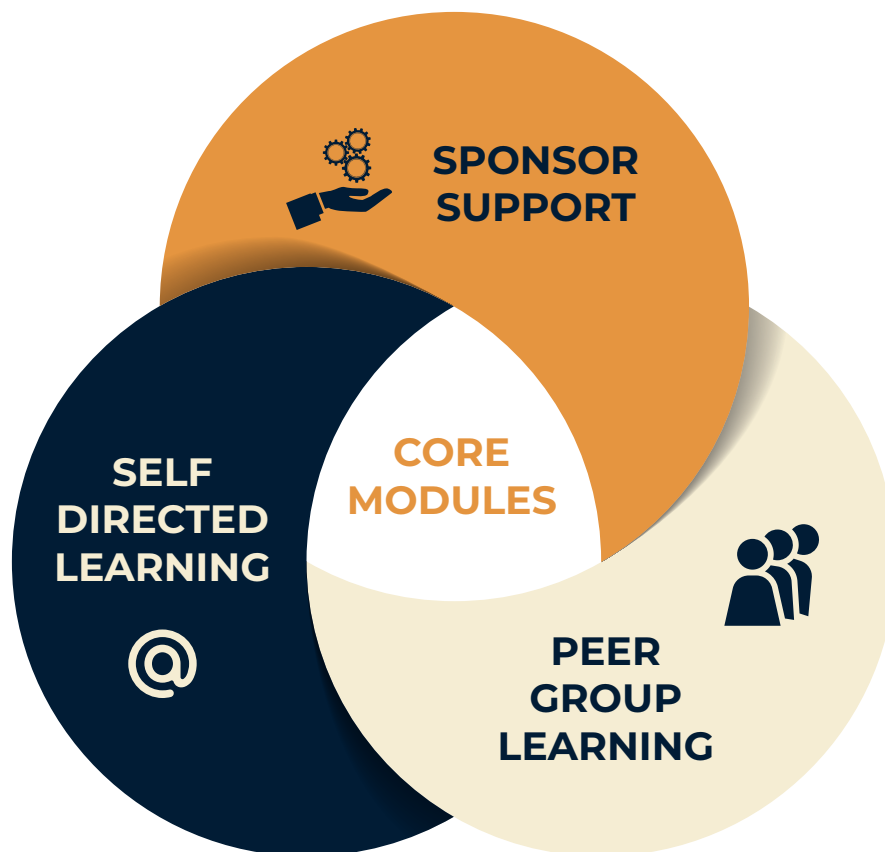
# AN EXAMPLE TO SHARE

**We recently completed a programme for the third cohort of international leaders across Europe, for a corporate finance client of ours, and have just launched the fourth cohort.**

Each cohort are immersed in a 9 month programme and experience a combination of content delivery. Importantly, throughout the programme, participants are in a peer learning group, in cohorts, and actively support and learn from each other. We know from research that this type of approach enables a greater depth of learning as only 10% of learning comes from education, 20% from exposure to experiences, and 70% comes from doing. Participants take on assignments

and group activities related to the modules throughout the programme. The programme is a combination of web tutorials, in person workshops, peer learning group activities, and self-directed learning, with support from the business throughout.

At the end of each cohort's programme, each peer learning group share their learning and the return on investment gained as a result of their participation, to a panel of internal stakeholders from the organisation. The commitment to continued development is evident as the peer learning groups are still working together, long after the end of the programme.



# WHAT OUR CLIENTS SAY

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*The development programme has had a massive impact on my personal development, self-understanding and awareness on my leadership role and potential, and I would strongly recommend to participate.”*

*“I would highly recommend North-52 for anyone looking to develop their senior team’s leadership and coaching skills. Their style is engaging, thought provoking, inclusive and everyone will take away new skills and techniques which will improve their skills as a leader.”*

“

*Great interaction as a cohort and with the facilitators. They clearly have real passion for the subject matter, and this is contagious.”*

“

*The programme gives you the opportunity to question and challenge existing behaviours and provides a pathway to develop your own leadership style, for the benefit of yourself and others.”*

“

*The programme covers very pertinent topics on today’s leadership challenges, providing individuals with useful tools and strategies to tackle them.”*



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# ABOUT NORTH-52

We are experts in leadership development, executive coaching, mentoring and coach development, working with both organisations and coaches.

Our approach is informed by evidence-based research, our coaches are qualified to a minimum of Masters level and all have industry experience. We balance a focus on organisational understanding, commercial realism and psychological well-being, as our clients navigate what's ahead.



## OUR ETHOS

A North-52 value is to work ethically, giving back to society and the community. We fulfil this through our charity partnerships with Rethink Mental Illness and Trailblazers Mentoring.

**Everyone benefits – we honour our North-52 values, our charity partners have great coaching and development, and our clients know their work with us is enabling others.**



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