

83%



of employees say **recognition** by a manager was more fulfilling than financial rewards.

65%



of companies with mature succession management programmes were effective at **driving improved business results** through leadership skills versus 6% of companies with no management succession programme.

Managers displaying **high levels of Emotional Intelligence** competencies are proven to outperform other managers by

20%

*Source: Harvard Business Review

Leadership & Management Development

Meaningful leadership and management development programmes increase leadership effectiveness, prevent attrition and succession challenges and increase the productivity, engagement and commitment of direct reports, leading to a stronger more profitable organisation.

Studies show a strong link between leadership skills and the bottom line. Companies that score high on their investments in their human capital delivered stock market returns that were 5 times higher than those of companies with less emphasis on talent development.

Leadership development is not just about developing leaders – it is about creating a culture of performance emphasising the correlation between good management and employee performance and engagement. Great leaders attract, hire and inspire great people.

Effective managers and leaders need to strike the right balance between these key areas flexing their approach to suit the unique organisational context. Our programmes can be built to help managers across all three areas:



Technical Know-how

Aligned to the department the manager is working in.



Management Competencies

KPIs, Performance Management, Coaching, Change Management



Interpersonal Skills

Self-Awareness, Self-Motivation, Social skills, Empathy.

Our Approach to Leadership Development

Our Leadership Programmes are based on our ground-breaking approach to learning and leadership development and are designed to suit your needs and your unique corporate landscape. Therefore our programmes are always tailored and utilise existing client frameworks, strategies and processes. These programmes are delivered by our leadership development experts who have demonstrated competence in senior managerial roles across a variety of industries. As a result your team will be learning from highly engaging leaders. Duration of programmes varies from one to multiple days high impact workshops to full 3-12 months leadership and management development programmes, executive education initiatives or aspiring manager academies.



High Impact Sessions

Our own training methodology underpins all our workshops. This type of training is highly interactive and reaches the highest quality and impact and therefore enables high adoption rates of the training in the workplace.



Action Learning

Role Plays, Business Challenges or Simulations will encourage teams to analyse problems, research solutions and conclude to find impactful ways forward.



Self Directed Learning

Throughout the programme, trainees will be presented with self-directed learning challenges in which they can reflect on their learning, how to apply it on the job and demonstrate their knowledge and understanding of the learning.



Coaching & Tutoring

Person-focused 1:1 conversations about success, excellence and performance empower a person to move forward in career and life, generate new ideas, change and improve performance. Coaching & tutoring will assist managers to put into practice what has been learned in the classroom but will also allow individuals to accomplish personal mastery as a leader.



Case Studies

Engaging and dynamic, Harvard case studies will enable group discussions and provide participants with a way to apply conceptual material to real-world business situation.



Assessments & Reports

At the end of each programme the Client will receive tailored reports combined out of various assessment tools the Client can choose (see below)

Business Simulations
Assessment Centres
Psychometric Profiling
Leadership Competency Scoring

360 Surveys & Peer Reviews
Financial Acumen Test
Graded Assignments & Tests
Action Learning Projects



*Want to reward your management team?
Invest in a unique Executive Team building Event organised at a luxury hotel.*

Leadership Development Programmes



Business Schools Sponsored



We are very proud to partner exclusively with two of the leading Business Schools, IE and Cass, with whom we develop bespoke leadership programmes and workshops on an array of topics from transformational leadership to corporate alignment, strategy to financial management and risk.



ILM Approved Centre

ILM is one of the leading management certifying bodies world-wide. If you are looking for a thorough and formally accredited program that can span from junior to senior level giving HR departments deep insight into performance and progress and a scalable approach to leadership development, this programme is ideal for you.



Tailored Workshops & Academies

Our approach to management and leadership development caters directly to the time pressures and demands of busy executives wanting to enhance their skills. We deploy the latest training methods to deliver a unique learning experience featuring action based learning, high impact interactive workshops, Harvard case studies, business simulations, coaching and practical assignments that challenge individuals to flex their management style and grow as a leader. These programmes can be adapted to suit every level from aspiring team leaders to VP level executives.



Executive Coaching Programmes

We employ a team of qualified Executive Management Coaches and Organisational Psychologists that can work with your leadership and aspiring management team on unlocking their full leadership potential by mastering leadership and emotional intelligence competencies and overcoming personal boundaries to success.

Choose any topic to tailor your programme

Coaching & Mentoring
Transformational Leadership
Innovative & Agile Strategy Leadership
Change Management
Performance Management
Employee Engagement & Motivation
Recruitment & Interviewing Skills

Presentation and Communication for Leaders
Finance for non Finance / Financial Awareness
Applied Behavioural Economics
Decision Making
Accounting & Financial Reporting
Corporate Risk Management
Negotiation

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