



**In modern organisations, effective leadership requires more than just occupying a position a little further up the tree than the people we lead. To utilise all that modern managers can bring to the party, we expect them to manage sideways and even upwards. We expect them to manage in situations where they often have less expertise in some areas, than those who are being managed.**

**The 2gether Partnership** is a Leadership Development and Executive Coaching business with over 15 years experience of working with organizations and leaders at every level in the area of Leadership and Influencing Skills. Based in Edinburgh and operating across the UK, Europe and Internationally, we specialize in design, training delivery, facilitation and coaching in three key areas:

- **Leadership and Influencing**
- **Presence & Impact**
- **Authentic Conversations**

**Leadership and Influencing:** We offer a number of options to support organisations in developing their leadership and influencing talent.

#### **Option 1: Bespoke Design**

Working in partnership with organisations to design customised development interventions that support the leadership vision and desired culture the organisation wants to create.

From Andrew Rhodes, Assistant Chief Constable – Lancashire Constabulary

*"I worked with the 2gether Partnership to develop a whole series of leadership development interventions aimed at different groups. The initial 'leading and influencing' package was designed by the 2gether Partnership based upon their skilful familiarisation with the change programme i.e. where we wanted to be.*

*This was hugely successful and enabled key 'real change leaders' to build resilience prior to a major Information Communication Technology refurbishment. Evaluation of this cites The 2gether Partnership work as a crucial element in its success. This has developed into a force wide piece of work which has involved over 350 mid-level leaders."*

*"I am proud to be associated with a company that has high ethical standards and a great depth of experience. The feedback from staff has been better than we could have "*

#### **Option 2: Positive Power and Influence Programme\***

PPI is a very well-established and highly regarded influence skills development programme. Worldwide, about 10,000 people a year experience PPI, about one thousand in the UK and Ireland. It is run in over 40 countries and has been translated into 15 languages. Over the past two years, participants from 44% of FTSE 100 companies have been through the programme.

**\*The 2gether Partnership is a Strategic Partner of Chartwell Learning & Development who are the exclusive licensees for the Positive Power & Influence (PPI) programme in the UK and Ireland.**

PPI is a very well-established and highly regarded influence skills development programme. Traditionally, PPI has been offered as a 5-day open-enrolment programme and worldwide, experienced by about 10,000 people a year. More recently, major organisations such as GlaxoSmithKline, Ernst & Young and Credit Suisse have adopted PPI to run in-house which enables the design to be aligned in support of the values and culture of the organisation. [click here](#) for an example of the flexible (2,3,or 4 day) designs for any of these options. In addition, we now also offer an open-enrolment [2 day Positive Power and Influence](#) programme. This allows people from a variety of companies to experience the programme over a shorter period.



## Presence & Impact

Whatever the measures needed to deal with the underlying weaknesses of UK PLCs's finances we know it will be harder for managers. Recruitment; retention, productivity: Organisations will all need to get more from their resources and in particular from Human Capital. In plain English: More than ever, we will need to get the very best out of people. Better development of leaders within companies can be a vital part of the solution.

*"...Mary is bright and gets results. Her team respect her. However, when she presents to the Board, she just doesn't seem to project the confidence, enthusiasm or gravitas needed".*

*"John is technically excellent and very clever, but somehow he just does not connect with his audience and can come across as arrogant; to internal audiences, at networking events or speaking at conferences"*

Leaders in your business need to reflect the brand values of your organisation. They do this through their personal presence and impact. Just what impact are they making? What impression are they creating? This matters. Based upon many years of success in coaching people one to one in this area, we offer a unique development programme. "[Authentic Presence & Impact – from the Inside Out](#)" is a 2 day open programme.

### Personal Brand

We work with people either on a one to one basis or in small groups to design tailored development that brings out the best in them and aligns their "personal brand" with the desired brand values of the organization. Working in partnership with Individual Impact, a specialist consultancy, we provide a structured but personal approach including practical tools, tips, feedback and ideas on managing your presence and the perceptions that others have in a way which feels authentic to you and those around you.

## Authentic Conversations

The "Quality of a Conversation" says a lot about a person's leadership. Leadership comes to life in the act of conversation between people. How a leader reacts says a lot about their leadership style.

So, what is the "Quality of Conversations"? What is said, how it is said, to whom it is said and when it is said are just some of the elements that contribute. Does Quality of Conversations matter in your business? Here are some important questions:

Are people able to be straight with each other? Do leaders speak with clarity? Do people encourage each other, listen, inquire, and get to the root of what is being truly said? Can they explore reality without becoming defensive about their position? Is it ok for people to challenge each other at any level? Are people moved sideways to different jobs as a way of avoiding a tough conversation? Is there a climate of trust or otherwise, in the business?

The 2gether Partnership works one to one or we can design development events for small groups of people where we take a closer look at the conversations people are having, or avoiding, in a business. We build their confidence, understanding and behavioural flexibility to be able to have quality conversations with the people they need to in their business.



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## THE 2GETHER PARTNERSHIP

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Our work is influenced by a number of leading authors in the field of leadership and personal development such as Susan Scott, "Fierce Conversations", Bruce Bodaken and Robert Fritz, "The Managerial Moment of Truth", Marshall B Rosenberg, "Non Violent Communication", Eckhart Tolle, "The Power of Now" to mention just a few. We are developing an open programme called "Authentic Conversations" which will be available to small groups of up to 8 people.

(Tom Costello has worked with Robert Fritz, co-author of "The Managerial Moment of Truth", for the past seven years and is a certified structural consultant following a three year development programme with Robert in Vermont USA) We are also licensed users of the following instruments:

- Emotional Intelligence 360 feedback questionnaire
- MBTI Sep I + II
- FIRO-B
- OPQ
- Organisational Culture Inventory (OCI) Human Synergistics
- Lifestyles I + II

We would be delighted to discuss any of the offers from The 2gether Partnership with you and how they can support your own organisation's leadership development goals and ambitions.

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