

Latest information regarding the
B2E Development and Coaching
Service Offering



DEVELOPMENT AND COACHING

Helping individuals to achieve their full
potential

Lead Principal: Simon Rickman

DEVELOPMENT AND COACHING OVERVIEW

Human Performance is at the heart of Business Performance, and getting the best out of teams and individuals is key to Human Performance improvement.

B2E Consulting has a wealth of Development & Coaching expertise gained over many years of working with Blue Chip companies on important human transformational and developmental programmes. Our consultants have experience right across the talent management spectrum, from talent identification, high potential leadership coaching, career development, psychometrics, facilitation, assessment centre design and delivery, performance management, 1-21 feedback (180 and 360), and high potential (graduate) programmes.

TYPICAL CHALLENGES

In the modern economy, change is a constant.

Businesses are making significant investments to improve their performance to remain competitive. This investment is just as important in people. More than ever, businesses need to find the positive leaders of the future, and find ways to motivate its employees in order to keep ahead of the competition. In a recent millennials survey, Deloitte found a negative shift in feelings about business' motivations and ethics. This suggests that this is an ideal time for business leaders to prove themselves as "agents of positive change". While technical skills are always necessary, millennials are especially interested in "building interpersonal skills, confidence and ethical behaviour—all of which they consider essential for a business to be successful". This is where a healthy development and coaching programme becomes a critical component of a successful business.



UNIQUE SOLUTIONS

B2E Consulting places strong emphasis on development and coaching, and has deep and specialist experience creating innovative, effective solutions for a wide range of Blue-Chip clients. We work with line managers by helping them to answer key people related questions, including how to create the leaders of the future, how to ensure that teams are motivated, positive and deliver results. B2E's programmes are designed to support individual employees, teams and high potentials to reach the top of their personal 'mountains'. They are built on a foundation of tried and tested principles. Solutions include psychometric testing, and the design and delivery of a range of development workshops to get the best out of others.

Learning is reinforced with 1-2-1 coaching, based on the principle that to change behaviour, it needs to be applied, practised and embedded to become a habit. B2E provides confidential coaching sessions, enabling individuals to assess where they are now, where they need or want to be, and how to bridge the gap. They are supported by professional business coaches, who have decades of practical, hands-on experience leading and developing high performing individuals and teams. They also embrace key coaching skills, such as building empathy, setting goals, and providing the appropriate support to achieve successful results.

Outputs of programmes measure changes in both individuals and in the team. For example, business leaders can see an increase in productivity with higher engagement. Individuals can have more belief in themselves. The team can work more collaboratively. This means more satisfied clients and customers...a win/win.

SOME KEY DESIGN PRINCIPLES

Research over many years has shown the design principles shown in the adjacent figure to be critical to effective adult learning and development.

'Learn by doing' within a **realistic but safe environment** is fundamental to our belief and approach to learning and development. However, a learning intervention, such as this Workshop, is only a start on the journey to **embedded behaviours and habits**.

We also place a high emphasis on post-event support such as coaching Wikis, blogs, and follow-up sessions.



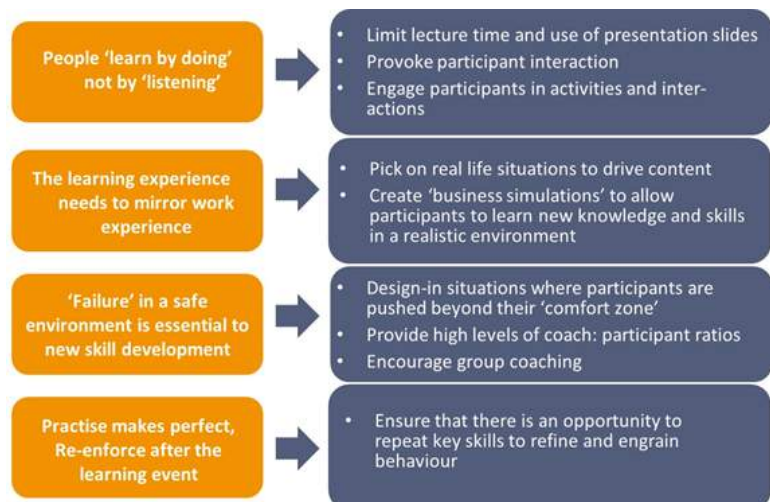
Simon Rickman is a Development & Coaching Principal with over 30 years' experience of leading, developing and coaching teams. He has a natural warmth, passion and energy, which he uses to listen,

understand and support others to reach their goals. He ran successful Recruitment and HR teams in Pinsent Masons, TMP Worldwide, Accenture, American Express, Hyphen (Adecco) and many others. He uses multiple methods to support the development of teams and individuals, including 1-2-1 coaching sessions (using the Whitmore GROW model) and delivering interactive and inspirational development workshops.

Service Offerings at B2E Consulting are supported by our community of over 20,000 high calibre, expert consultants.

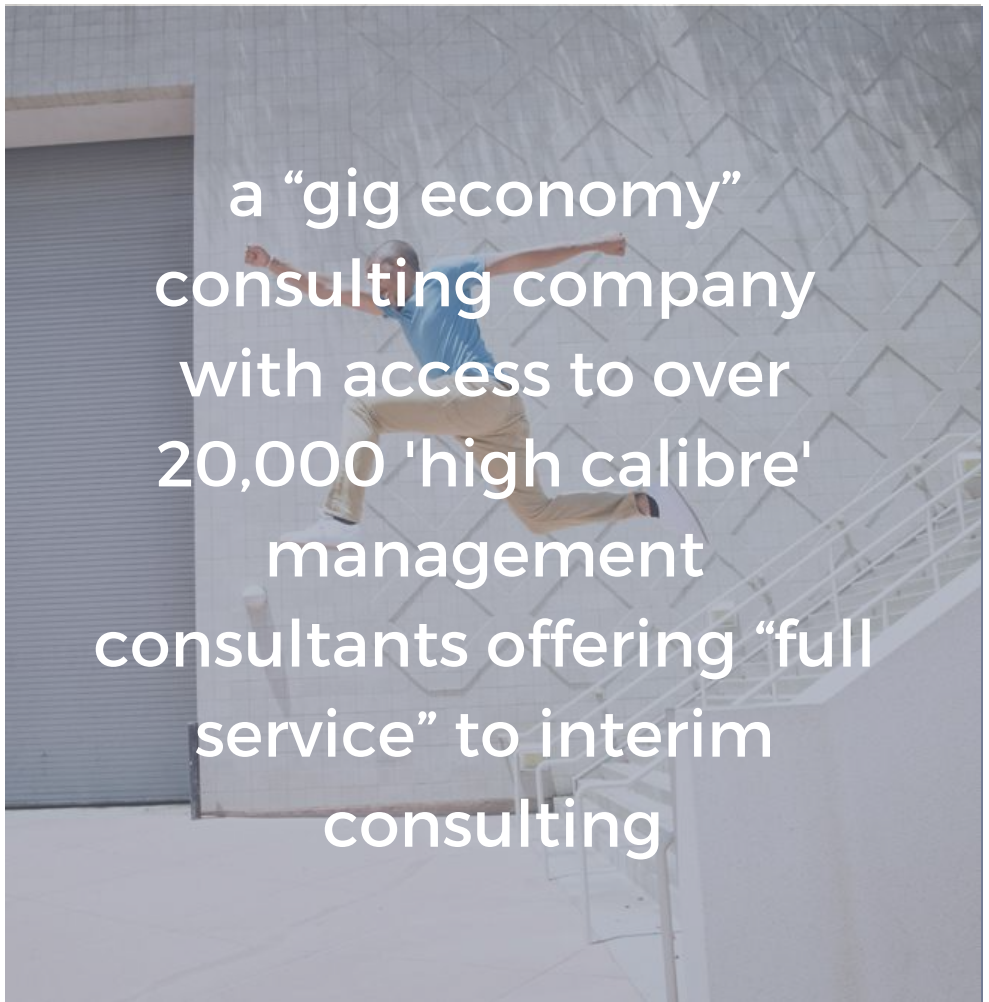
This allows us to select experts with training, functional and industry experience ensuring we fully understand the client's goals, content and context.

We usually expect to partner with a client to develop a learning event that will be truly effective, different and memorable whilst leveraging our unique business model to ensure quality and value for money.





CONSULTING
FUELLING TRANSFORMATION. POWERED BY EXPERTS



a “gig economy”
consulting company
with access to over
20,000 'high calibre'
management
consultants offering “full
service” to interim
consulting

Why B2E?

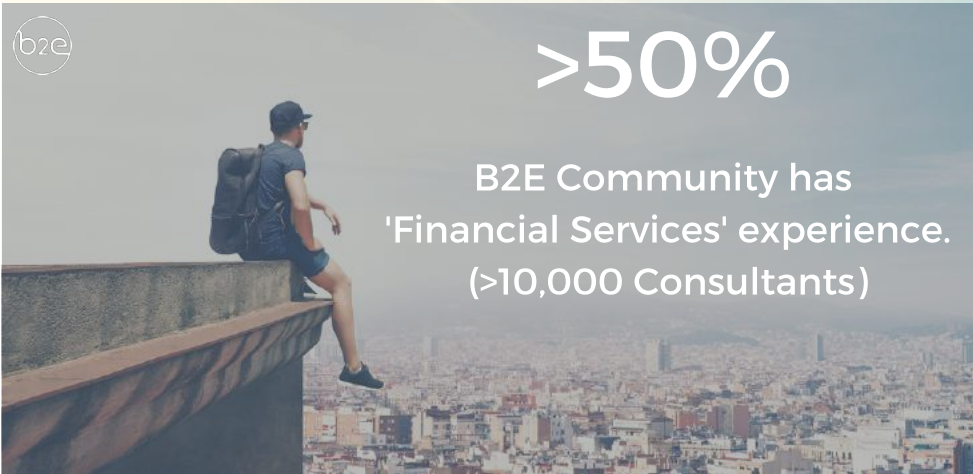
1. Immediate access to quality consultants at significantly lower cost
2. Specialist delivery through a consulting community of >20,000 experts
3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our
B2E Community
have come from the
top 10 global
consultancy firms



>50%

B2E Community has
'Financial Services' experience.
(>10,000 Consultants)



Since 2002, our
Consultants have
worked on ~700
business
transformation
assignments across a
range of areas,
technologies and
business challenges