

# PEOPLE SERVICE OFFERINGS



**Simon Rickman**

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## DEVELOPMENT AND COACHING

B2E has a wealth of Development & Coaching expertise gained over many years of working with our clients on important human transformational and developmental programmes. Our consultants have experience right across the talent management spectrum - talent identification, high potential leadership, coaching, career development, psychometrics, facilitation, assessment centre design and delivery, performance management and 1-2-1 feedback.



**Chris Roebuck**

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## LEADERSHIP - SUCCESS AND PROFITABILITY

Organisations which are seeking to transform and change while delivering their objectives often struggle to maximise their success. B2E sees the benefits of a holistic strategy which are considerable, particularly when it draws on the current experience and knowledge held within the organisation.



**Tony McNeill**

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## LEARNING

B2E has a wealth of Learning and Development expertise gained over many years of working with blue chip companies and public sector organisations on important and transformational programmes. Our consultants have experience right across the learning spectrum, including learning strategy, learning design, learning development and implementation.



**Jackie Ventom**

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## TALENT DEVELOPMENT

Developing internal talent can pay for itself many times over, whether directly through improvements in performance and results, or indirectly through, for example, better retention and engagement levels. The realisation that talent development requires more than simply implementing traditional learning activities is evolving. It means taking a wholistic approach to every aspect of the employee's in-work experience and enabling them to access the types of support most appropriate for them, in the moment and moving forward.



**Dr Kiran Chitta**

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## ORGANISATION ARCHITECTURE

Today's 'Fourth Industrial Revolution' is an era of digital disruption, with added political, economic, social, regulatory and environmental uncertainty. All business sectors are being affected by digitalisation, uncertainty and the constant need to 'transform', B2E believe that transformation efforts require organisational and leadership agility. Agility is the underlying adaptive capacity of the organisation and its leadership.

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**Paul Crick**

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## CULTURE CHANGE PROGRAMME

Senior leaders often create culture by their presence and authority and this culture sets the pattern and tone for all those who lead, whether formally or informally, within an organisation. Many business leaders confirm the belief that a strong organisational culture is critical to success. Yet like a wet soap bar in a bathtub, the thing we label as culture, whether it pertains to a team, a business unit or a whole organisation, can be elusive, always slipping just out of reach every time we try to grasp it.



**Liz Mayers**

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## EQUALITY, DIVERSITY AND INCLUSION IMPROVEMENT

Extensive research has been carried out by 1000s of companies, discussing the correlation between the improved performance of an organisation and its Diversity. Whilst the percentages might vary a little, the overwhelmingly positive findings don't. There is widely published research about the numerous, direct and indirect business benefits achieved by being a Diverse organisation, such as increased productivity, performance, innovation and profit.



**Liz Mayers**

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## LEADING WITH CARE

There is no one-size-fits-all approach to being a good leader, whether good-effective or good-ethical. Although we tend to judge our leaders in very black or white terms - as villains or heroes - in reality, leadership is a much more complex and contested grey. The solutions that work for technical processes and systems are therefore not always the most effective for the uniquely human elements of leadership. The evidence suggests that organisations thrive when their leaders show compassion, exhibit respect for others and have a strong moral compass - in short, when they demonstrate that they care. This is shown consistently in the benchmark metrics of human performance, retention, engagement and well-being, with both direct and indirect effects on the bottom-line.