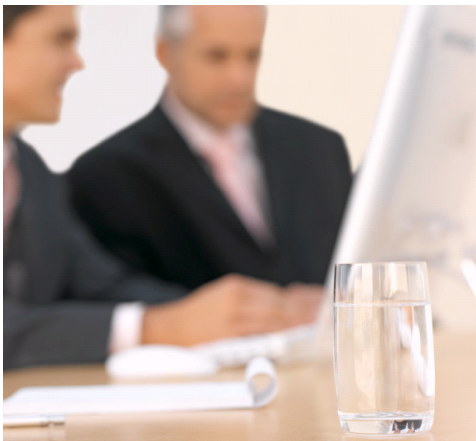


Bringing out the best in people

At Broadlands, we are able to help you get the best out of yourself and your staff. Our consultants have many years' experience of providing developmental support, either through

- Individual coaching and development and/or
- Team coaching and development.



What this can mean for you as a manager is a team of workers who are pulling together, who understand and play to each other's strengths, and maximize their effectiveness as a group.

What this means for you and your staff as individuals is a solid appreciation of what makes each of you tick, what approaches to use to help you get the most out of yourself and your colleagues, how to take charge of your own development and work to your full potential.

We have been able to support a variety of organisations in this way, including the Metropolitan Police Authority (MPA), who, in response to external assessment, developed an Organisational Improvement Programme.

The Authority was assessed as being extremely effective in its scrutiny and oversight role of the Metropolitan Police Service, whilst accepting the need to focus improvement on its own leadership and internal management capability.

Metropolitan Police Authority

A series of improvement actions were put in place, including a requirement for personal coaching and support/challenge for the top team, which is where Broadlands, who have been working with the senior executives of the Authority since April 2007, were able to make a real difference.

The MPA asked Broadlands to provide personal coaching and leadership/management development for the Chief Executive and Senior Management Team at the Authority.

Our consultants worked with individuals and a group of colleagues on the senior management to develop personal skills, competency and training development plans, improve team interaction and effectiveness, and provide feedback. We did this by:

- Identifying individual concerns
- Understanding the individuals' concerns, aspirations and needs
- Discussing perceived organisational challenges
- Employing specific industry-recognised methods for analysing behavioural style
- Developing action plans to address areas for improvement and to achieve goals.

We engaged Broadlands to support our senior management team to enhance individual skills and team effectiveness.

We find their supportive, yet challenging style suits our organisation well.

I would highly recommend them.

Catherine Crawford
Chief Executive
Metropolitan Police Authority

In support of individual and team development, we use a variety of coaching and mentoring skills, and a number of industry-recognised formal assessment methods, including Personal Analysis and Team or 360 degree assessments.

To support the process, we use a variety of tools including Extended DISC, a tool used worldwide in training and coaching applications to identify personal behavioural style and opportunities for improvement. Our clients find this an extremely effective and powerful tool in individual and team development.

Our consultants are qualified in the use of techniques such as Extended DISC and Neuro-linguistic Programming (NLP), and have many years' experience of supporting organisations and groups to improve their performance.

