

Team Development, Leadership and Talent Management

Team Development

As Business Psychologists, we work with you on a consultancy basis to identify your specific team development needs and design a tailored programme that is fun to be a part of and delivers long-term, sustainable results.

We specialise in linking thinking and behaviour; helping your people make the connections between the quality of their thinking, relationships within the team and the outcomes that the team subsequently achieves.

You can choose between indoor activities, facilitated workshops or outdoor experiential team development events; anything from an orienteering challenge to rescuing stranded team members from potentially hostile forces.

Leadership

No-one doubts the importance of leadership and the criticality of having not only the right people on the bus, but having them sitting in the right seats and ideally sitting alongside those people that they really get on with. Like every skill, the skills of leadership can be learned by anyone who is motivated enough to bother, and who is mentally resilient enough to risk failure. Learning leadership is like learning to ride a bike, and once you are off the stabilizers it's up to you whether you want to cycle sedately on a Pashley, whether you want to join the road racing team, or whether you would prefer to go off-road altogether. Each kind of cycling requires its own set of kit and equipment, each style develops different muscles and each style has its own risks and limitations.

As the Cognitive Fitness Consultancy we help people to think more effectively. Full stop. That's all we do and we are very good at it. We have developed a deliberate strategy to offer an Open leadership development programme called **3 Peaks Leadership** - click here to see more - so that even if an organisation isn't willing or able to support their people through their individual leadership development journey, it's cost effective enough for someone to be able to take that step to change their lives and recreate their future should they choose to do so. It's much, much cheaper than an MBA, and may prove to be just as useful.

Talent Management

As Business Psychologists, we work with you on a consultancy basis to review your existing Talent Management processes and assist you to make the link between improving people's thinking and their subsequent behaviours. Thereby ensuring that you maximise the potential of your talent pool to guarantee a viable leadership and project management pipeline for the future.

Of course, we also offer in-house leadership development programmes, whether that's a 2-day introduction to leadership for new managers or a 2-year senior executive & Board development programme. Give us a call and talk to us. We're nice people, and if we can help you we will.

Please contact us to discuss your requirements:

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To find out more visit www.3peaksleadership.co.uk or call us on + 44 1476 861010