



Step Forward Leadership Development Programmes

**Designed for high performing professionals
in professional services firms and global organizations.**

*Internationally renowned and delivered to global organizations
in over twenty countries worldwide and to over 1,000 senior professionals*

The Step Forward Programmes

The Step Forward programmes use the techniques and methodologies developed by atd partners working with senior professionals and global organizations worldwide. An essential element of the atd methodology is group coaching work which focuses on the issues that executives bring to the programme from their workplace. This approach powerfully engages the individual and the group resulting in a step change in performance benefitting both the organization and the individual.

The principal Step Forward programmes are as follows:

- Senior Leadership Development
- Senior Womens' Leadership Development
- High Potential Womens' Leadership Development
- Inclusive Leadership Development

We also deliver specific workshops on a range of topics and are also being asked to provide support to young professionals as they begin their careers.

Our programmes are always designed to meet a client's specific requirements and can be delivered on location or through virtual engagement, the latter often being used for participants who are geographically dispersed. Coaching can similarly be provided either on location or virtually using internet technology.

Our work is truly international. We design and run programmes for senior executives from all parts of the world.

Client feedback...

"The programme helped me reinvigorate my leadership journey and take positive actions to ensure I am the best candidate for my next role. I have actively requested feedback and am working on my action plan."

"The programme is practical and has been hugely relevant for my current role and the one I want to have."

"The small group sessions were a particular highlight for me. They made the learning practical, leveraging shared experiences and learning from our differences."



So how are the Programmes structured?

The programmes are built around interlinked sessions combining international research with exceptional group and personal coaching to give the participants personalised support, academic rigour and challenge. The programmes contain one or more of the following delivery methods.

Plenary sessions

Plenary sessions give the participants the opportunity to work with others in your organisation, expanding their network, providing information and setting the context for the group coaching work. The subject matter for the plenary sessions is drawn from a number of topics including Networking, Business Development, Resilience, Impression Management, Building Confidence and Politics.

Group coaching

The group coaching sessions use the situations the participants are facing in their workplace rather than artificial case studies. This means that the work done is practical and has immediate value for both the participant and the organisation. The participants will benefit from external expertise, tools and techniques and also each other as they work towards formulating a practical action plan. Each coaching group ideally consists of six to eight participants led by a highly experienced group coach.

Individual Coaching

1:1 coaching is often used to ensure each participant receives specific support to ensure they move forward with action plans which deliver around their particular goals and challenges.

Who runs the Programmes?

The programmes are led by one or more of the highly experienced group coaches from atd partners who bring the atd partners' materials and experience accumulated from a wide pool of similar programmes. Each coach combines significant business experience with deep psychological expertise. The coaches' profiles can be seen at www.atdpartners.co.uk.

The atd partners team is led by Alison Temperley, one of the leading experts in women's development programmes in the United Kingdom and author of *Inside Knowledge: How Women Can Thrive in Professional Service Firms*.

What is the Cost of a Programme?

The Programme costs vary according to the client requirements, the number of participants and the number and type of modules included in the programme. We are happy to discuss indicative costs with you at an early stage to ensure we can meet your financial requirements.

First Step

For an initial confidential discussion, contact us at ib@atdpartners.co.uk or on +(44)7415106135.