



Complex Change Made Easy

## Leadership Development

4OC's Leadership Development enables organisations to strengthen strategic mindsets and move beyond hidden barriers. By re-kindling individual awareness, establishing a common language, and enhancing awareness of others, we foster psychological safety and prepare Executive and Senior Leadership Teams (SLT) to model behaviours and empower teams to deliver effectively.

## Features

- ➡ Develop Executive and Leadership Development Programmes that deliver transformative education
- ➡ Identify capability deficits and potential strategies to enable team development
- ➡ Learning transfer evaluation model to provide robust measurement of progress
- ➡ Stage-gated project to ensure delivery is tightly managed and avoids slippage
- ➡ PMPR: Project Management Progress Review meetings
- ➡ Health, Local/ Central Government, Transport, Social Housing, Higher Education
- ➡ Knowledge transfer, capacity and capability building, upskilling
- ➡ Reusable tools, techniques, methodologies and templates
- ➡ Social value add embedded for sustainable change
- ➡ Combines business, technical and commercial views to deliver holistic analysis and solution design



## Product Benefits

- ⌚ Develop high-performing teams with aligned thinking that appreciate diverse perspectives
- ⌚ Improve strategic planning through removing hidden barriers and action learning
- ⌚ Promote psychological safety and inclusion and belonging to drive efficiencies
- ⌚ Innovative problem solvers with specialist knowledge of leading-edge technology
- ⌚ Informed and timely decision making; clarity of responsibilities and accountabilities
- ⌚ Managed change to embed transformation and secure buy in
- ⌚ Cost, scope and outputs certainty for fixed price work
- ⌚ Increased agility, collaboration and scalability
- ⌚ Expert liaison between diverse teams and organisational departments
- ⌚ Knowledge of and experience with public, private and third sector transformation

## Who are we?

4OC is a business change and technology consultancy with years of experience in delivering high-value, successful projects. We bring pace, agility and a range of evidence-based, proprietary approaches and methods to every one of our delivery projects to drive value.

We have skilled and experienced teams that combine recognised best practice and innovative techniques to enable you to get the most out of your data and your people. We develop and implement solutions to drive operational efficiency and support this with expertise in organisational development, performance management, culture change, and programme delivery.

Lastly, everything we do is viewed through a lens of economic, social and environmental value. This ensures that the design and embedded new ways of working contribute to the wider organisational purpose and societal benefit.

