



# STRATEGIES FOR SUCCESS IN THE POST PANDEMIC WORLD

# Introduction

Creating a **high-performing organisational culture** has been at the top of the agenda for leaders for many years.

However, **few leaders and businesses** have a **clear or proven** approach to leadership that:

- improves engagement,
- removes barriers to innovation and
- uncovers hidden strengths in key personnel.

All - critical outcomes - particularly as the lockdown is predicted to cause the **worst economic downturn since the great depression.**

A new style of leadership is needed  
to survive and thrive  
in a post-pandemic world



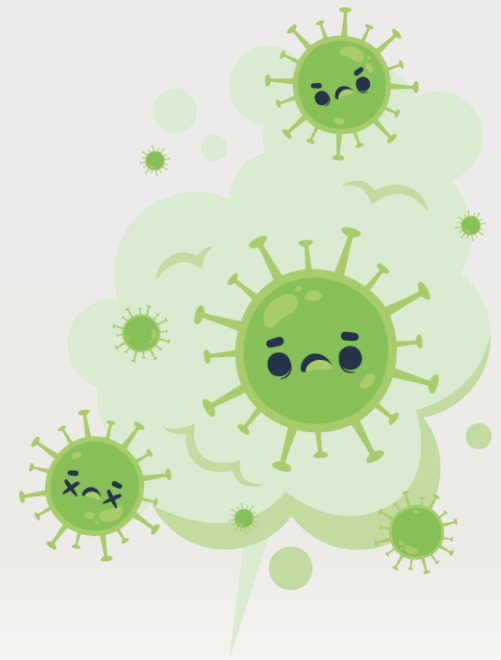
# Leaders are Seeking Answers to Challenges Caused by the Global Lockdown

- **What has changed for our employees?** How do their expectations and ways of working differ as a result of the pandemic?
- What should we be doing differently as a result?
- What leadership capabilities and organisational culture are needed in our post-pandemic world?
- How do we reset and evolve a culture that will deliver high levels of performance?
- What values will underpin our recovery?



# Leaders are Seeking Answers to Challenges Caused by the Global Lockdown

- How do we attract and retain the talent we need to drive our recovery?
- How do we build agility and resilience in our people so we can thrive in uncertainty?
- How do I manage my own and our teams' anxieties and fears?
- How do we future proof our organisation?



# Organisational Transformation Starts at the Top

- Organisational culture is a **reflection of leaders' consciousness**
- To create high performing cultures in the post-pandemic world, leaders need to first **shift their individual mindset** by being prepared to embrace **new ways of thinking and working**.
- That shift will **spread like a ripple** (as others emulate role models) throughout the rest of an organisation and help create high performing culture.

Senior leadership and team goals:  
What do you want instead?



# Senior Leaders and Teams Who are...

- ✓ Prepared to lead successfully
- ✓ Experiencing and applying more creativity and innovation
- ✓ Communicating and understanding a clear vision
- ✓ Acting as change agents and role models within the organisation
- ✓ Making better strategic decisions
- ✓ Working with a greater sense of purpose, agility and resilience
- ✓ Working with improved energy levels and a passion for work
- ✓ Enjoying reduced stress
- ✓ Able to recognise the mindset of others and help them shift

# As an Organisation we Should Expect to...

- ✓ Increase revenue
- ✓ Improve service levels
- ✓ Attract and retain talent and achieve higher employee NPS
- ✓ Notice productivity gains
- ✓ Experience 'Role Model' Leadership that is a catalyst for improved value creation and change
- ✓ Build resilience in an unprecedented economic downturn through dynamic leadership
- ✓ Focus our efforts in the areas we know will make the difference, the big bets

How do we help you  
meet challenges head-on and  
deliver on your goals?



# Strategies For Success In The Post Pandemic World

A tailored, senior leadership development programme backed by proven and **award-winning methodologies** and extensive research, directed by Professor Vlatka Ariaana Hlupic.

This programme helps leaders **pin-point** and **prioritise individual leadership and organisational challenges**, shift their mindset and organisational culture and implement transformative working practices to create lasting value.



# Two Key Components

Change at an **individual** level (C suite and members of senior leadership team), followed by a step change at **organisational** level with the support of appropriate resourcing and process excellence. *(leveraging insights from 6 Box Leadership diagnostics).*

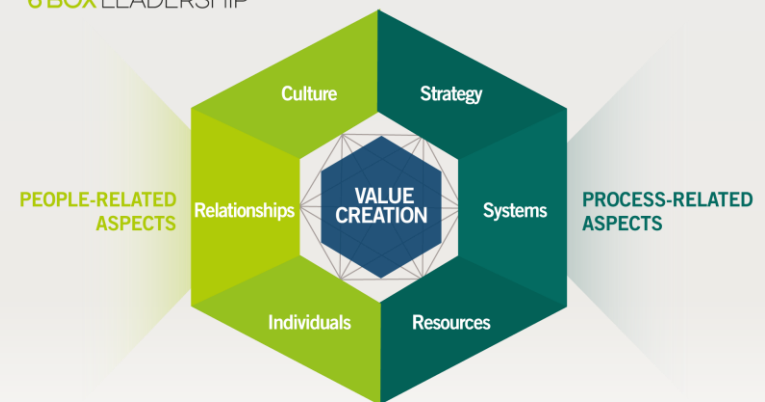
**Individual Shift**



**+ Organisational Shift**



6 BOX LEADERSHIP





# How does it work?

# Strategies For Success In The Post Pandemic World

PHASE	1. DIAGNOSTICS	2. DEVELOPMENT	3. IMPLEMENTATION
TASK	INTERVIEWS & ANALYSIS	EDUCATION & PLANNING	SUPPORT
SERVICE DESCRIPTION	<ul style="list-style-type: none"> <li>• Consultation with CEO &amp; senior leaders</li> <li>• Organisational context and objectives/goals</li> <li>• Complete individual and organisational online diagnostics (leadership team and direct reports)</li> <li>• Analysis and tailored reporting.</li> </ul>	<ul style="list-style-type: none"> <li>• Embed understanding of the fundamental principles of The Management Shift (mindset and culture)</li> <li>• Assessment results analysis</li> <li>• Objective setting for change and value creation</li> <li>• Developing strategic action plan (leverage strengths, address weaknesses, reset for new normal)</li> </ul>	<p>Individual and team level support to help reset leadership behaviours and organisational culture.</p> <p>Level of proposed engagement is defined in phase 1, reviewed in phase 2 and delivered in phase 3.</p> <p><b>NB:</b> All Phase 3 deliverables excluding the Business Impact Survey are included only on request and at additional cost.</p>
DELIVERABLES	<ul style="list-style-type: none"> <li>• Organisational diagnostics</li> <li>• Online assessments (individual and organisation)</li> <li>• Confidential 1-2-1 reports</li> <li>• 2 x 6-Box Leadership reports</li> </ul>	<ul style="list-style-type: none"> <li>• Bespoke virtual Shift workshops (2 x 2hrs)</li> <li>• Action Plan templates</li> <li>• Action Plan(s) review &amp; recommendation</li> <li>• Action Plan - CEO Sign Off</li> <li>• Support Plan - optional</li> </ul>	<ul style="list-style-type: none"> <li>• Business Impact Survey</li> <li>• Launch event participation</li> <li>• Awareness education (keynote webinars/masterclasses and/or assessment)</li> <li>• 1-2-1 senior executive coaching</li> <li>• Further Action Planning support</li> <li>• Remedial interventions</li> </ul>
DURATION for PHASE 1 & 2 ...FROM 2 WEEKS			EVIDENCE BASED PERFORMANCE IMPROVEMENT



# What returns can I expect?

# Examples of Returns

## FTSE 100 Company

The firm used the 6 Box Leadership Model to facilitate a company-wide performance improvement initiative. This resulted in a **33% increase in revenue and an increase in net profit of 213%.**

## IT Consultancy

During a six-month period after introduction of the 6 Box Leadership approach, all available consultants had been hired 100% of their time and the division achieved **20-25% surplus revenue per month.**

## Management Consultancy

Within 18 months after the 6 Box Leadership project was completed, **revenue grew 500%** and company doubled in size.

# Others on *The Management Shift*®

Outstanding, unique work from one of today's most important management consultants! Excellent!

***Marshall Goldsmith***

Winner, Thinkers50 Leadership Award

The most articulate, fully researched and inspiring managerial manifesto for the 21st century corporation yet written.

***Dr. Jules Goddard***

Fellow, London Business School

'The programme helped me move through some challenging situations, it gave me tangible strategies and made me realise I am making a huge impact on my team'

Vlatka is a brilliant thought-leader in the how-to of leadership. Her development of the 6 Box Leadership instrument and more than 150 articles in the field clearly sets her apart.

***Jack Bergstrand***

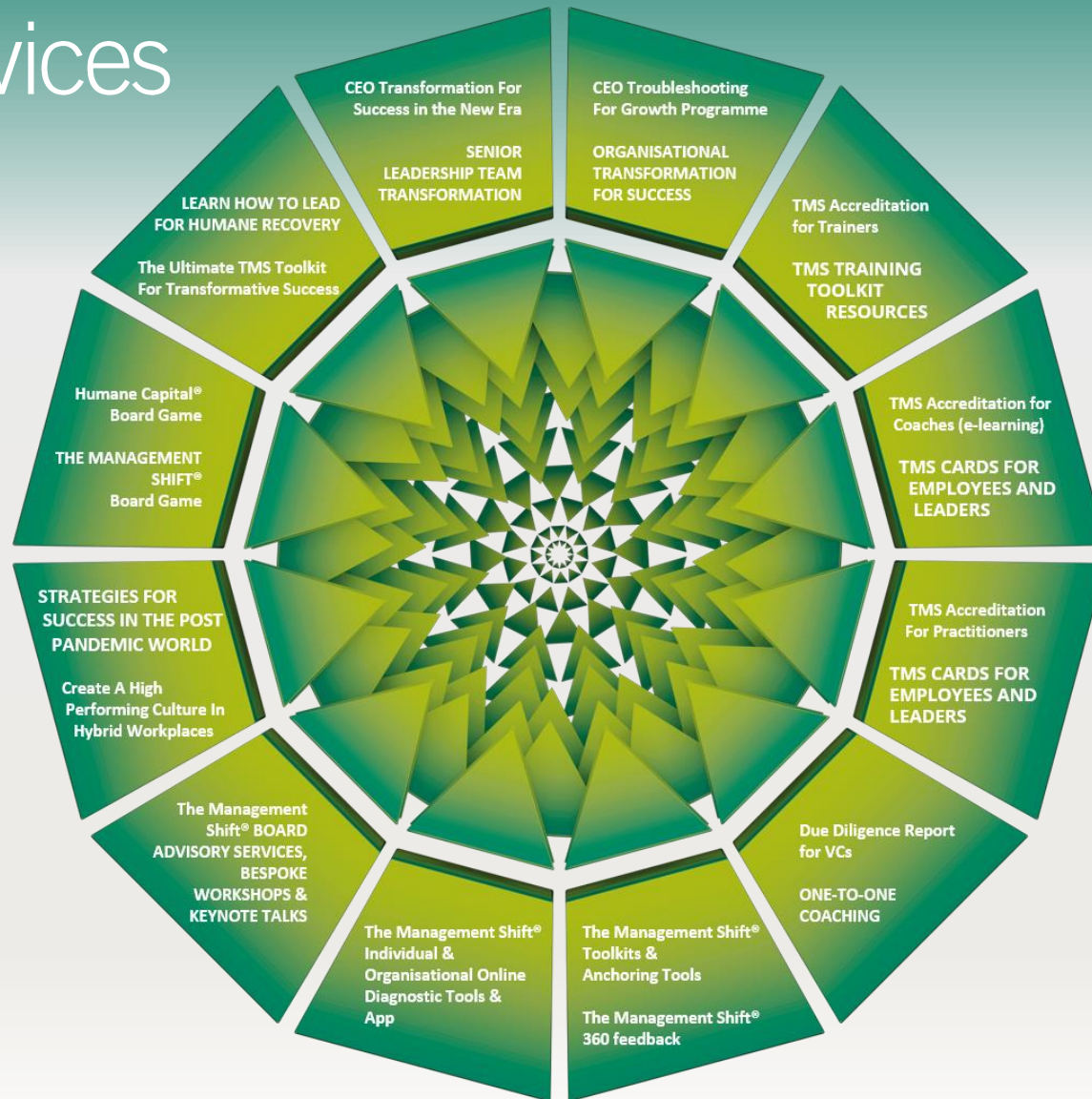
CEO, Brand Velocity Inc  
former CIO The Coca-Cola Co

I have experienced Vlatka's excellent skills on innovative leadership approaches. The business results were outstanding and included productivity improvements and higher employee motivation and engagement.

***Carsten Hentrich***

Director, PricewaterhouseCoopers AG

# Other Products and Services





# Who will we be working with?

# Programme Practitioners



Lead consultant

## Vlatka Ariaana Hlupic

Vlatka is a thought leader, university professor, prominent management consultant and Board adviser. She helps organisations to achieve sustainable improve performance, engagement, innovation and profit.

Vlatka is also a renowned professional keynote and TEDx speaker, an activist for humanising management and an award-winning author of two highly acclaimed books 'The Management Shift' and 'Humane Capital'. Her latest book – Humane Capital was selected by HR Magazine as one of the top five business books of 2018. The book includes a Foreword from his Holiness the Dalai Lama. Vlatka has been voted one of the Most Influential HR Thinkers in the world, five years running (2015-2019). She is a winner of the CMI Management Articles of the Year Award and the Axiom Business Books Award.



## Talita Ferreira

Talita is an experienced C-Suite Executive Board Director in multi-disciplines, including finance; risk; strategy; and human resources and a non-executive director. She is a qualified Chartered Accountant, Chartered Director and consultant with a career as CFO in the automotive and financial services industries.

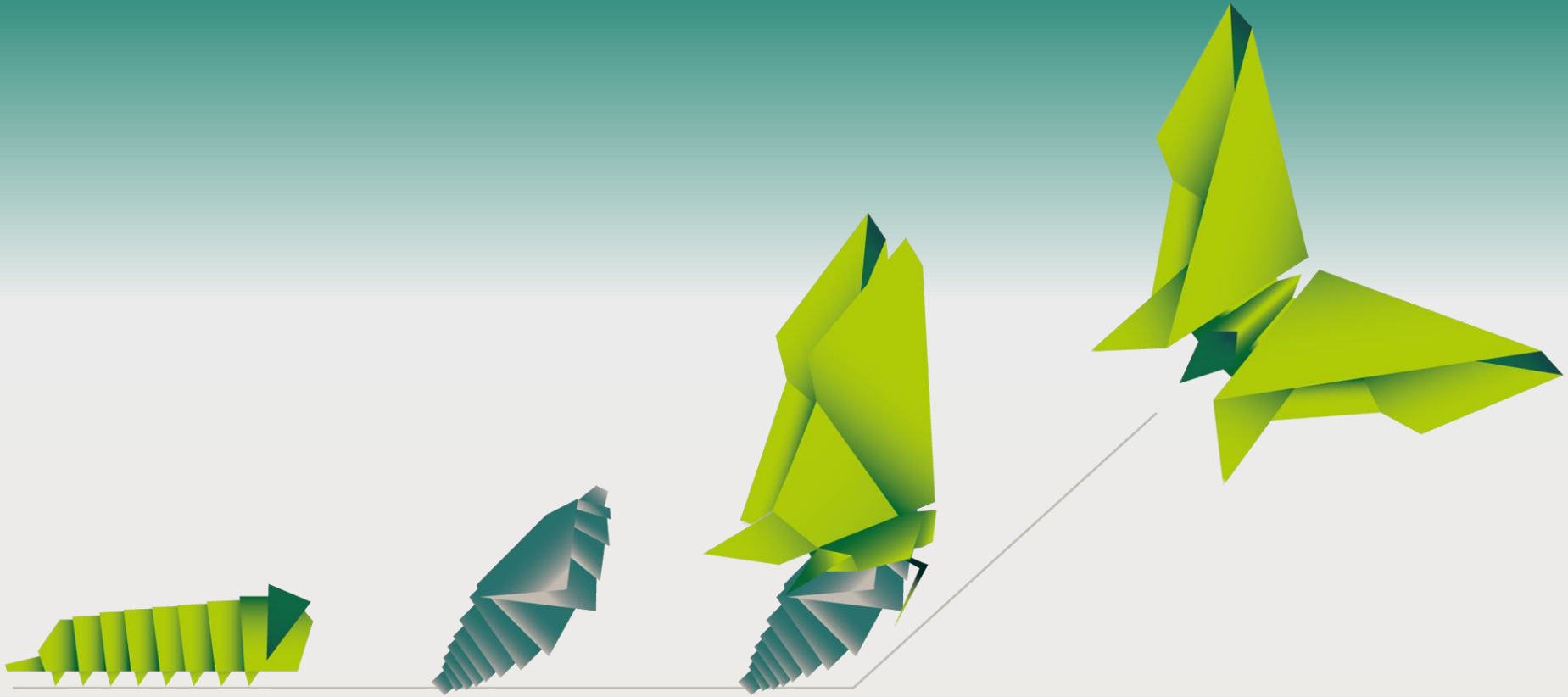
Talita led a financial services company through the 2008 crisis; a change in leadership; and helped the organisation transform strategically. She understands the language of finance and risk, strategic visioning and delivery, and knows how to engage teams to drive success.



## Rod Willis FRSA

Rod is an APECS Executive Coach, primarily supporting organisations in Talent Selection and Development. He has spent >25 years in electronic manufacturing establishing high performing multi-cultural teams. His philosophy is one of continuous improvement guided by appreciative inquiry. Rod is trained in HC Analytics and a broad range of psychometric profiling tools.

Rod holds an MBA and MSc in Coaching and Behavioural Science. He is passionate about enhancing corporate cultures and society and ultimately helping people grow through change.



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