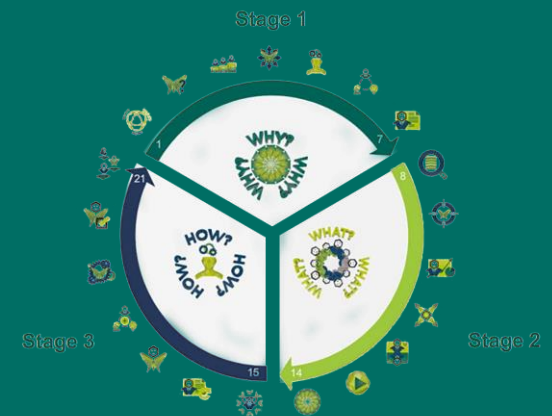
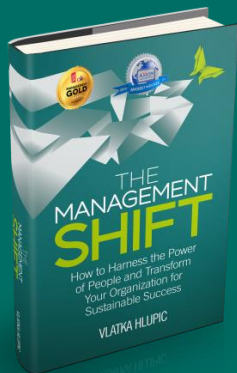
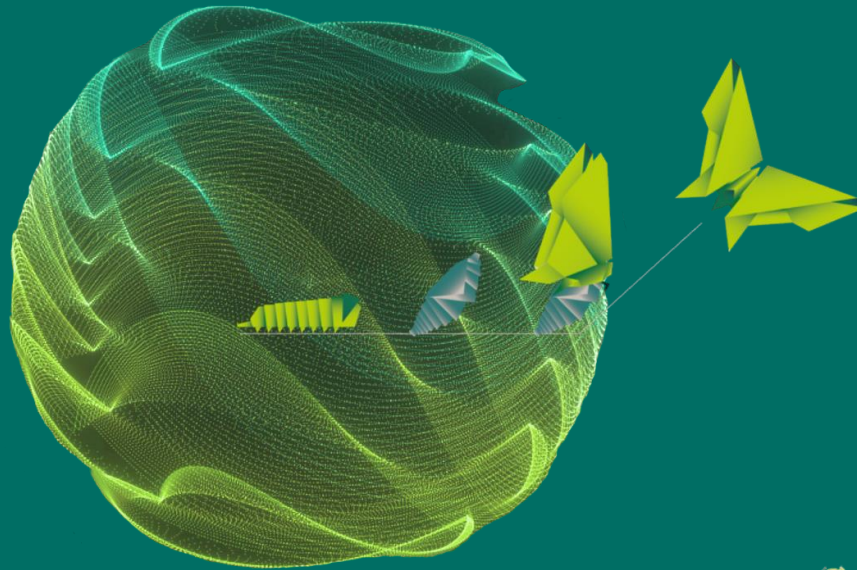




ACCREDITATION PROGRAMME FOR COACHES





WHAT IS THE MANAGEMENT SHIFT?

- The way to manage and monitor business performance to bring about **more humane and purposeful ways of working**
- Based on **process and people analytics** – a holistic data driven approach to cultural and behavioural change
- **Thought leadership in action** – a unique model to create the future of work here today
- **Proven approach**, helping organisations to do well by doing good, with early adopters in private and public sectors improving diversity; engagement and profitability
- **Research published** in an award winning book
- **A niche consultancy** with strategic partnerships and accredited management consultants



THE MANAGEMENT SHIFT IS THE 'HOW' OF THE BIG SHIFT

Transforming outdated leadership approaches to humane approaches
for prosperity and fulfilment using evidence-based tools and processes

Introduction

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

However, research shows that **few leaders and few businesses** have a **clear and proven model** of leadership which improves engagement, removes barriers to innovation, and uncovers hidden strengths in vital people assets crucial for business success.



New Leadership Is Needed to Survive and Thrive in the Post-pandemic World



Why Organisations Must Shift Their Culture

Key measurable factors on the decline

Engagement

13%

Passion

25%

Trusting
leaders

20%

Corporate
Life
Expectancy

75%
DECLINE

Performance

75%
DECLINE



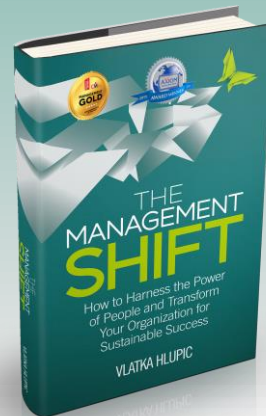
Organisational Shift Starts With Leaders

- Organisational culture is a **reflection of leaders' mindset / consciousness**
- To create high performing cultures, leaders need to go first through the **shift in individual mindset**
- That shift will **spread like a ripple** through the rest of an organisation

Award-winning Approach

Evidence is emerging of a new way to operate. This is demonstrated in the **award-winning, pioneering approach known as *The Management Shift*[®]**, developed by Professor Vlatka Hlupic and used by many international organisations and by insights from more than 50 global leaders captured in Vlatka's new book ***Humane Capital***.

The Management Shift Accreditation Programme for Coaches contains the most relevant content from The Management Shift research as well as Vlatka's latest research on leading in the post-pandemic world, especially tailored for coaches working with leaders.



The Emergent Leadership Model

The ***Emergent Leadership Model*** shows the different levels of maturity of organisational culture. Each level is characterized by a specific mindset, beliefs, language, leaders' behaviour and organisational outcomes.



The 'Big Shift'

A particularly significant shift occurs when **moving from Level 3 to Level 4**. This is a sea-change point where the skills, ingenuity and teamwork skills of leaders begin to be unleashed.

The goal of *this Programme* is to help executive coaches make this **Big Shift** and support their clients for their individual and organisational transformation using The Management Shift® tools and processes.

What clients say about their results

'Vlatka provides a tailored service that allows clients to identify and strengthen their development areas. Excellent service with tangible results'

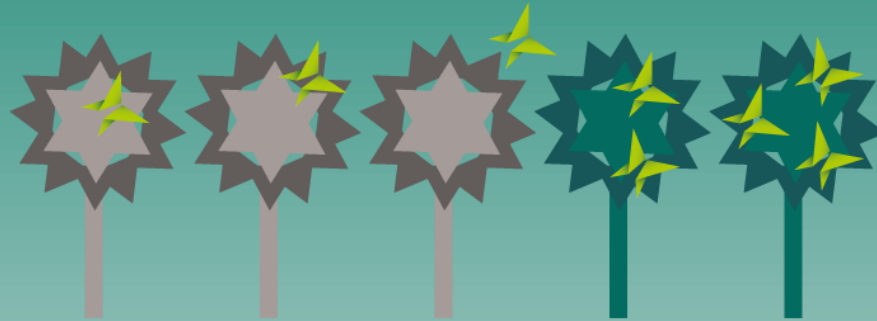
Paul Newman, Chief Executive in Health Care Sector

What clients say about their results

'If your organisation has the opportunity to engage with Professor Hlupic I am certain it will experience positive benefits and quickly observe tangible improvements.'

Martin Taylor, OD Director, City of Glasgow College

The Management Shift Accreditation Programme for Coaches: From Knowledge to Transformation



KNOWLEDGE

SHIFT

TRANSFORMATION

The Management Shift Accreditation Programme for Coaches

- Get trained and accredited to add Professor Hlupic's award-winning, pioneering work on transferring the latest leadership ideas into practice to your coaching portfolio
- Learn how to use The Management Shift® tools and processes to help your clients improve performance and move to the new level of success
- Experience The Management Shift® tools and processes through our leading-edge experiential e-learning programme
- Use evidence-based tools and processes to help your clients substantially improve engagement, performance, innovation and profit and create more humanised organisations

Overview

Creating a high performing organisational culture has been on top of agenda for leaders for many years. However, research still highlights that few businesses have a clear model of leadership which improves engagement (typically only 13% of employees are highly engaged), removes barriers to innovation, and uncovers hidden strengths in vital people assets.

In this online accreditation programme, attendees will learn about the essence of The Management Shift®, an evidence-based approach for improving performance and profit, experience and apply The Management Shift® tools and processes in a real-life coaching assignments, and receive a licence to use **The Management Shift®** approach as an **The Management Shift® Accredited Coach** for their coaching clients.

Dedicated eLearning Portal for TMS Coaching Programme

<https://the-management-shift-coaching.learnworlds.com/>



Three Stages.
All Courses are by
invitation only!

THE MANAGEMENT SHIFT

ASSESSMENTS CONTACT US SIGN IN

A better world, one shift at a time

Do you want to play your part?

SIGN IN

Think you are ready?

Do you want to access to an awesome coaching programme based on The Management Shift®
You' ll be connected with other passionate professional coaches all around the world.

Featured resources

Do you want to complete a Self-Assessment based on The Management Shift®
Reach out to one of TMS-Coaches as they have access coupons just waiting for you

E95

THE MANAGEMENT SHIFT

The Management Shift® Employee's Portal

Sign up

E95

THE MANAGEMENT SHIFT

The Management Shift® Leader's Portal

Sign up

WHY

Stage 1 of 3

Coaching programme

Learn WHY
The Management Shift®
approach is needed today.

WHAT

Stage 2 of 3

Coaching programme

Learn WHAT
you can do to enhance your
coaching practice to help
create a better world.

HOW

Stage 3 of 3

Coaching programme

Learn HOW
you can integrate your
practice, yourself, and
The Management Shift®

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Twitter LinkedIn

Accrediting TMS Coaches

Knowledge

Gain a greater awareness of TMS and emergent leadership

Shift

Develop my own understanding and skills as a TMS Coach

Transformation

Enhance my own practice for the future

Why do we need TMS in the current situation and for the future?

WHY?

What knowledge and resources do I need to help myself and others make the 'big shift'?

WHAT?

How do I move forward and integrate TMS and emergent leadership into my practise?

HOW?

21 interactive themed eLearning Sections with profiles, exercises and submitted reflective assignments

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21



The current situation



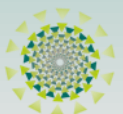
The Big Shift



Reflect on your own situation and discover how to help others make the 'big shift'

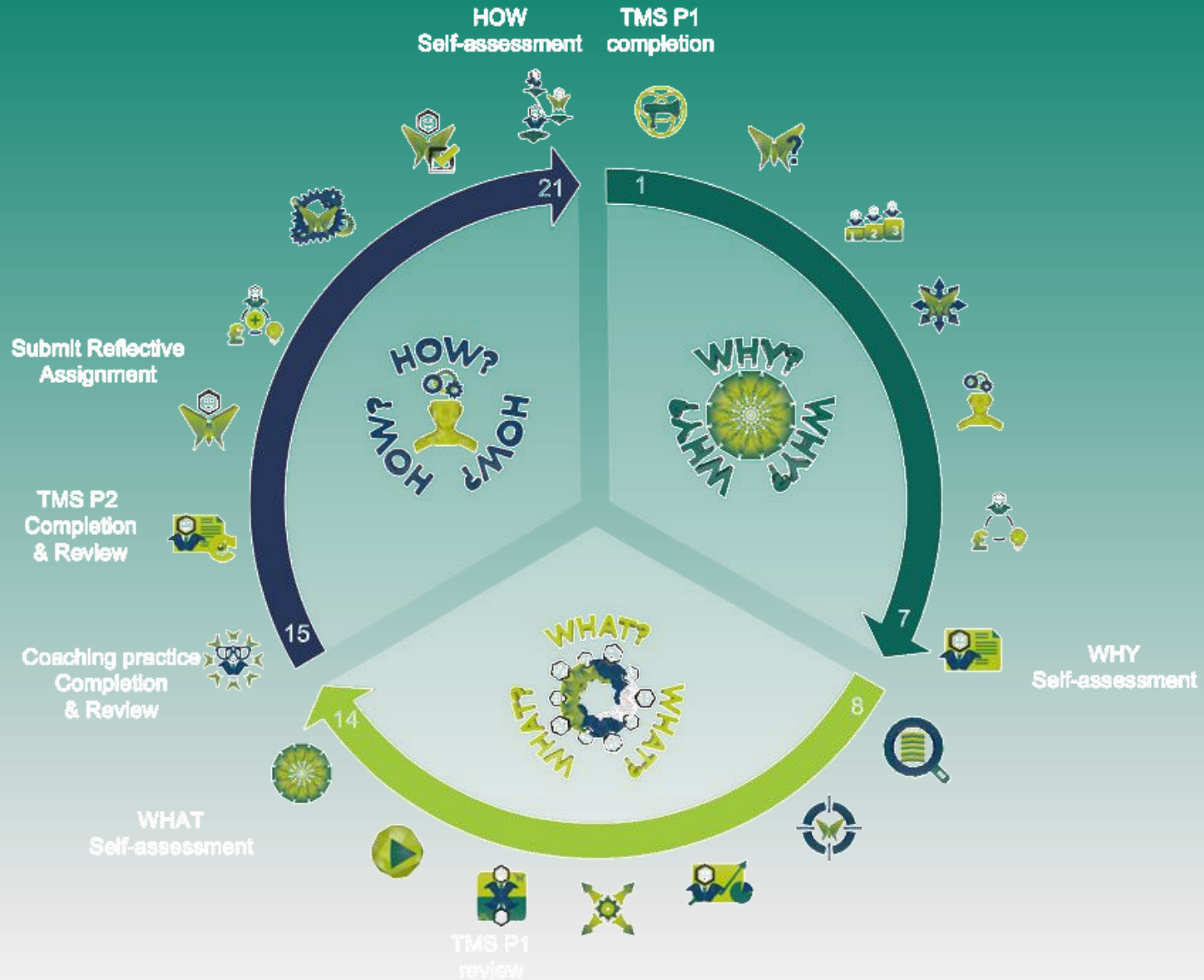


Start Coaching your 1st TMS Coachees/Leaders



Accreditation & the COP

TMS Journey



Learn Worlds Hosted Platform



- Video upload and embedding and streaming



- Audio upload and embedding and streaming



- eBook/PDF support (optional Print/Download)



- Quizzes, Exams and Assignments



- Certificate for passing and/or Completion



- Embedding external recourses (e.g. CognitoForms for the Profiles with Real-time report creation and distribution)



The Learners' Journey

Status within each of the three stages by learner

- ☐ Activity within the system
- ☐ Progress within a course
- ☐ Certificates (if used) awarded
- ☐ Alerts can be established using Zapier for learner sign-up, and Certificate awarded.
- ☐ Custom file submission and questionnaires achieved using CognitoForms (with alerts if needed)

Stage 1 – Video Example

← Back to course page

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next >

Stage 1 Coaching Programme

100 %

Welcome and pre-course information

- A few words from Vlatka Hlupic 01:08 ✓
- Welcome from Vlatka Hlupic 02:38 ✓
- a1. Welcome 01:25 ✓
- b1. Learning Outcomes 00:17 ✓
- c1. How to complete your Individual TMS Assessment (P1) 00:26 ✓
- d1. The Management Shift Leadership Individual Report (Sample) 02:59 ✓
- e1. Time for TMS Individual Profile (P1) 20:00 ✓
- f1. Reading The Management Shift Individual Report 00:41 ✓
- g1. The Management Shift Journey 01:17 ✓
- h1. The Programme in more detail 00:41 ✓
- i1. HOW TO DOWNLOAD, PRINT & SAVE COURSE PDFs 00:53 ✓
- j1. Terms and Conditions of Use 00:38 ✓




Stage 1 – Learning Outcomes

[← Back to course page](#)

Stage 1 Coaching Programme


100 %

Welcome and pre-course Information

 A few words from Vlatka Hlupic


01:08

✓

 Welcome from Vlatka Hlupic


02:36

✓

 a1. Welcome


01:25

✓

 **b1. Learning Outcomes**


00:17

✓

 c1. How to complete your Individual TMS Assessment (P1)


00:26

✓

 d1. The Management Shift Leadership Individual Report (Sample)


02:59

✓

 e1. Time for TMS Individual Profile (P1)


20:00

✓

 f1. Reading The Management Shift Individual Report


00:41

✓

 g1. The Management Shift Journey


01:17

✓

 h1. The Programme in more detail

00:41


✓

 i1. HOW TO DOWNLOAD, PRINT & SAVE COURSE PDFs

00:53

✓

Learning Outcomes for Welcome Page

 Learning Outcomes

By the end of this Section you will be able to:

1. Understand how to take the Individual TMS Profile (P1).
2. Read your Individual TMS Profile (P1).
3. Understand the high-level format of this programme.
4. Check you have access to all the required courses.
5. Understand how to download resources from the courses.

Stage 1 – Assessment Example

[← Back to course page](#)

«

< previous

next >

Stage 1 Coaching Programme

100 %

▲ Welcome and pre-course information

A few words from Vlatka Hlupic01:08✓

Welcome from Vlatka Hlupic02:38✓

a1. Welcome01:25✓

b1. Learning Outcomes00:17✓

c1. How to complete your Individual TMS Assessment (P1)00:28✓

d1. The Management Shift Leadership Individual Report (Sample)02:59✓

e1. Time for TMS Individual Profile (P1)20:00✓


f1. Reading The Management Shift Individual Report00:41✓

g1. The Management Shift Journey01:17✓

h1. The Programme in more detail00:41✓

i1. HOW TO DOWNLOAD, PRINT & SAVE COURSE PDFs00:53✓

Your Access Code is 'TMS-Coaching-P1' *without the quotations.*



The Management Shift® Individual assessment for Leaders

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Welcome

To complete this Individual assessment you will need a valid Access Code.

If you are accessing this page through the eLearning System, please look for the Access Code in the title above

Access Code *

Please enter your Access Code

Next

1 / 23

Stage 1 – eBook Example

[← Back to course page](#)

Stage 1 Coaching Programme

100 %

▲ 01 Introduction to The Management Shift Programme for Coaches

01.01 Introduction to TMS Coaching Programme00:03✓

01.02 Overview – Introduction to Accreditation Programme for The Management Shift® coaches00:51✓

01.03 Learning Outcomes00:27✓

01.04 The Purpose of this Accreditation programme01:30✓

01.04.01 The Management Shift Coaching Programme03:32✓

01.04.02 About Professor Hlupic author of The Management Shift03:26✓

01.04.03 Introducing Professor Hlupic00:28✓


01.04.04 Professor Hlupic's personal biography04:52✓

01.04.05 About The Management Shift® and Humane Capital Books01:46✓

01.04.06 How The Management Shift started03:59✓

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The Purpose of The Management Shift® Coaching programme


The purpose of this Programme is to enable experienced coaches to develop a breadth and depth of understanding of the concepts and resources associated with The Management Shift® Coaching programme.

The Management Shift® Coach

As an *accredited The Management Shift Coach* you will be able to effectively support people going through The Management Shift (TMS) based coaching programme as their coach with a sound understanding of the process the coachee will be going through an understanding of resources available to support your coaching clients. The Programme is informed by the Individual TMS profile which clients/coachees complete online before starting their coaching sessions as this forms the basis of the support for 'the Big Shift'.

What informs the programme

The course is informed by Professor Hlupic's extensive coaching and consulting experience, more than 25 years of her interdisciplinary research and book *The Management Shift: How to Harness the Power of People and Transform Your Organization for Sustainable Success* and is supplemented with material from her follow-up



Stage 1 – PDF example

← Back to course page

Stage 1 Coaching Programme

100 %

- 03.02 Overview - The current challenges we face 00:43 ✓
- 03.03 Learning Outcomes 00:30 ✓
- 03.04 The current challenges we face 02:26 ✓
 - 03.04.01 The key issues we face today 06:09 ✓
 - 03.04.02 The key issues we are facing today ✓
 - 03.04.03 Complexity science and emergent practices 03:12 ✓
 - 03.04.04 Traditional versus Emergent Leadership ✓
 - 03.04.05 Organizations with inspiring management practices 01:36 ✓
 - 03.04.06 The positive impact Emergent Leadership 04:57 ✓
 - 03.05 Reflecting on what you have learnt ✓
 - 03.06 Reflections - The current challenges we face 00:46 ✓
- 04 A new way forward
- 05 Rethinking management

previous next

2 of 2 Automatic Zoom

MANAGEMENT SHIFT

	pay of an average American workers
<i>Increasing unemployment, especially among young people</i>	In April 2013, 2.56 million people (7.9%) in the UK were unemployed
<i>Continuing failure of the banking system</i>	386 banks failed in US alone in the period 2008-2011
<i>Declining Consumer Confident Index (CCI)</i>	In March 2013, CCI was 59.7 (1985=100), down from 68.0 in February 2013.
<i>Decreasing Life Satisfaction Index</i>	In the UK, from 2009 onwards, life satisfaction Index fell to 7.12 out of 10
<i>Declining Purchasing Manager Index (PMI)</i>	In April 2013, the PMI was 51.3 percent, a decrease of 2.9 percentage points from February 2013 value of 54.2 percent
<i>Declining house price affordability</i>	First time buyers in London face house prices 6 times higher than their annual income
<i>Increasing debt</i>	Research conducted on behalf of the Bank of England found that 62% of households reported declined income. Research by Legal & General has found that as many as 2.64 million households (12% across the UK) are 'overwhelmed' by rising fuel costs and other bills.
<i>Declining retail outlets</i>	A report by PricewaterhouseCoopers shows more than 1,000% increase in high street store closures between 2011 and 2012 in the UK.
<i>Growing dissatisfaction with services</i>	A survey of 75,00 rail users has discovered that over half of the UK's train companies score only 50% or lower in terms of customer satisfaction ratings. A nationwide survey of 46,000 patients who have been treated at A&Es in the UK, has revealed an increase in hospital emergency service waiting times.
<i>Increasing child poverty</i>	A report released by Save The Children charity reveals that 3.5 million children are living in poverty in the UK, and that this figure is expected to rise by 400,000 by 2015.

Source: Chapter 1, The Management Shift How to Harness the Power of People and Transform Your Organization for Sustainable Success by Vlatka Hlupic

Stage 1 – Question Example

The screenshot displays a web-based coaching program interface. On the left, a sidebar titled "Stage 1 Coaching Programme" shows a progress bar at 100%. Below the bar is a list of topics, each with a book icon, a title, a duration, and a checkmark indicating completion. The topics are: 03.02 Overview - The current challenges we face (00:43), 03.03 Learning Outcomes (00:30), 03.04 The current challenges we face (02:26), 03.04.01 The key issues we face today (06:09), 03.04.02 The key issues we are facing today, 03.04.03 Complexity science and emergent practices (03:12), 03.04.04 Traditional versus Emergent Leadership, 03.04.05 Organizations with inspiring management practices (01:36), 03.04.06 The positive impact Emergent Leadership (04:57), 03.05 Reflecting on what you have learnt (highlighted with a question mark icon), and 03.06 Reflections - The current challenges we face (02:46). Below the list are two expandable sections: "04 A new way forward" and "05 Rethinking management". The main content area on the right is titled "03.05 Reflecting on what you have learnt" and shows "question 1/3". The question text is "Is the following statement true or false?" followed by a paragraph: "The 'Key problems we are facing today' is the title of a pdf that is available once this course has been completed." Below the text are two buttons: "True" and "False". At the bottom right of the main area is a "submit" button with a right-pointing arrow.

← Back to course page

Stage 1 Coaching Programme

100 %

03.02 Overview - The current challenges we face 00:43 ✓

03.03 Learning Outcomes 00:30 ✓

03.04 The current challenges we face 02:26 ✓

03.04.01 The key issues we face today 06:09 ✓

03.04.02 The key issues we are facing today ✓

03.04.03 Complexity science and emergent practices 03:12 ✓

03.04.04 Traditional versus Emergent Leadership ✓

03.04.05 Organizations with inspiring management practices 01:36 ✓

03.04.06 The positive impact Emergent Leadership 04:57 ✓

03.05 Reflecting on what you have learnt ✓

03.06 Reflections - The current challenges we face 02:46 ✓

04 A new way forward

05 Rethinking management

03.05 Reflecting on what you have learnt

question 1/3

Is the following statement true or false?

The 'Key problems we are facing today' is the title of a pdf that is available once this course has been completed.

True False

submit →

Stage 3 – Submitting Assignment

[← Back to course page](#) << < previous next > >>

Stage 3 Coaching Programme

97 %

- Welcome to Stage 3
- 15 Becoming a The Management Shift Coach
- 16 Repeat the Individual TMS Profile
- 17 'Being' The Management Shift Coach**
 - 17.01 'Being' The Management Shift Coach 00:02 ✓
 - 17.02 Overview - 'Being' The Management Shift Coach 01:01 ✓
 - 17.03 Learning Outcomes 00:32 ✓
 - 17.04.1 Compare and contrast your P1 and P2 Individual Profiles 00:56 ✓**
 - 17.04.2 Identify how your thoughts, emotions and behaviours may have altered 00:34 ✓**
 - 17.04.3.a Envision your future 01:12 ✓**
 - 17.04.3.b Envision your future - Scenario 1 06:33 ✓
 - 17.04.3.c Envision your future - Scenario 2 04:45 ✓

The Management Shift® Reflective Assignment Submission

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Welcome

Congratulations on completing your reflective assignment.

The next step is to upload a PDF version to our servers.

This will then be reviewed by one of the TMS-AoEC assessment team in due course

Name *

Email *

Please upload three files. Your reflective assigned and the two completed Coaching Feedback forms you were asked to obtain after your coaching sessions, detailed in Section 15 of the eLearning system.

Upload this file

or drag files here.

PDF file ONLY please (Reflective Assignment, 2 x Feedback)

Signature *

Additional Comments

Stage 3 – PDFs to download

[← Back to course page](#)

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next >

Stage 3 Coaching Programme

97 %

17.04.4 Recognise how these insights may influence your coaching practice 00:57 ✓

17.04.05 Guidelines for Reflective Assignment 00:42 ✓

17.04.6 Submit the Reflective Assignment 00:02 ✓

17.05 Reflecting on what you have learnt ✓

17.06 Reflections - 'Being' The Management Shift Coach 00:49 ✓

18 Additional The Management Shift Resources

18.01 Additional The Management Shift Resources 00:02 ✓

18.02 Overview - Additional The Management Shift Resources 00:46 ✓

18.03 Learning Outcomes 00:25 ✓

18.04.01 Additional The Management Shift resources 03:58 ✓


18.04.02 Identify how to access The Management Shift Coaching Cards. 01:58 ✓

18.04.03 Identify how to access The Management Shift 01:17

TMS Game Flier v02.pdf

HC Game Flier v11.pdf


1. The Management Shift® Board Game




A unique approach that any senior leader, manager or team can use across the wider organisation to reflect on and act upon to overcome the challenges they face. It helps participants rapidly engage in the principles and tools of The Management Shift and start putting these into practice in the organisation today. The intervention is informed by Professor Vlatka Hlupic's book *'The Management Shift: How to Harness the Power of People and Transform Your Organization for Sustainable Success'*. Please see PDF leaflet for further details.

2. The Humane Capital Board Game

Content for this game is informed by Professor Vlatka Hlupic's book *'Humane Capital: How to Create a Management Shift to Transform Performance and Profit'*. Please see PDF leaflet for details.




Stage 3 – Submitting Assignment

[← Back to course page](#) << < previous  next >

Stage 3 Coaching Programme

97 %

- of your CPPD ✓
- *21.04.05 Recognise the benefits of Coaching Supervision as part of your CPPD. 00:03 ✓
- *The Renewal Process for TMS Coaches 00:03 ✓
- *Coaching Supervision for TMS Coaches 00:08 ✓
- ? *21.05 Reflecting on what you have learnt *
- 21.06 Reflections - Completing the Accreditation Process 00:41 ✓
- ▲ **Managing endings**
 - Introduction to Stage 3 Reflections 01:02 ✓
 - ? ***End of Stage 3: Reflecting on what you have learnt during this course ✓
 - In summary 00:28 ✓
 - To close 01:01 ✓
 - 🎉 **Congratulations** 02:06 ✓
 - 📎 *Downloaded your Proof of Completion for Stage 3 *













Individual online TMS assessment for Leaders



Example:

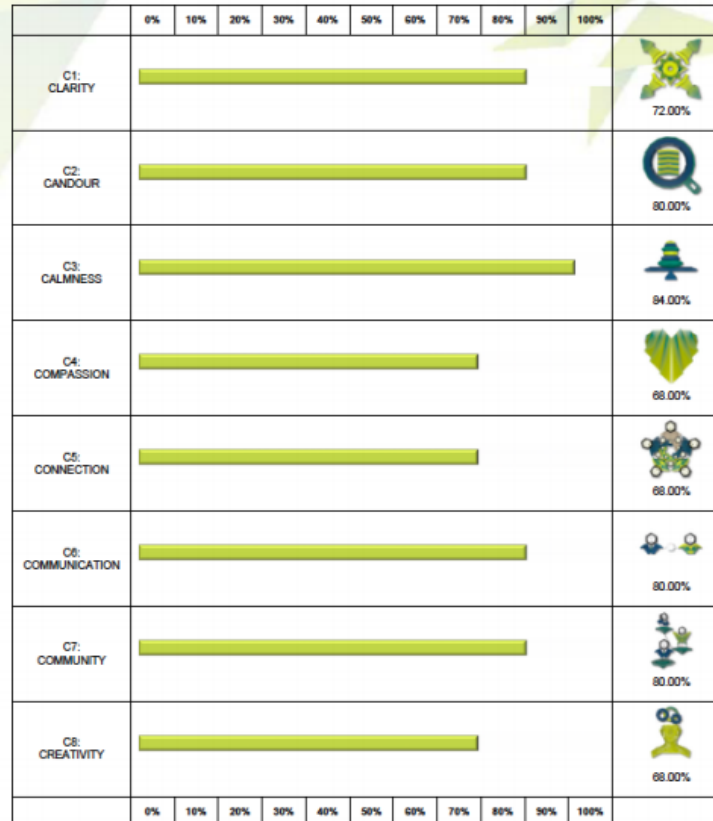
YOUR INDIVIDUAL ASSESSMENT RESULTS

MINDSET	NEVERSELDOMSOMETIMESFREQUENTLYVERY FREQUENTLYALWAYS											SCORE	LEVEL
Unlimited mindset reinforcing an Unbounded Culture												90.00%	
Enthusiastic mindset reinforcing a Collaborative Culture												70.00%	
Controlled mindset reinforcing an Orderly Culture												50.00%	
Reluctant mindset reinforcing a Stagnating Culture												30.00%	
Lifeless mindset reinforcing an Apathetic Culture												10.00%	
The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	The horizontal bars are rounded up or down to the nearest 10% band	

The Management Shift® 360 Leader's Feedback

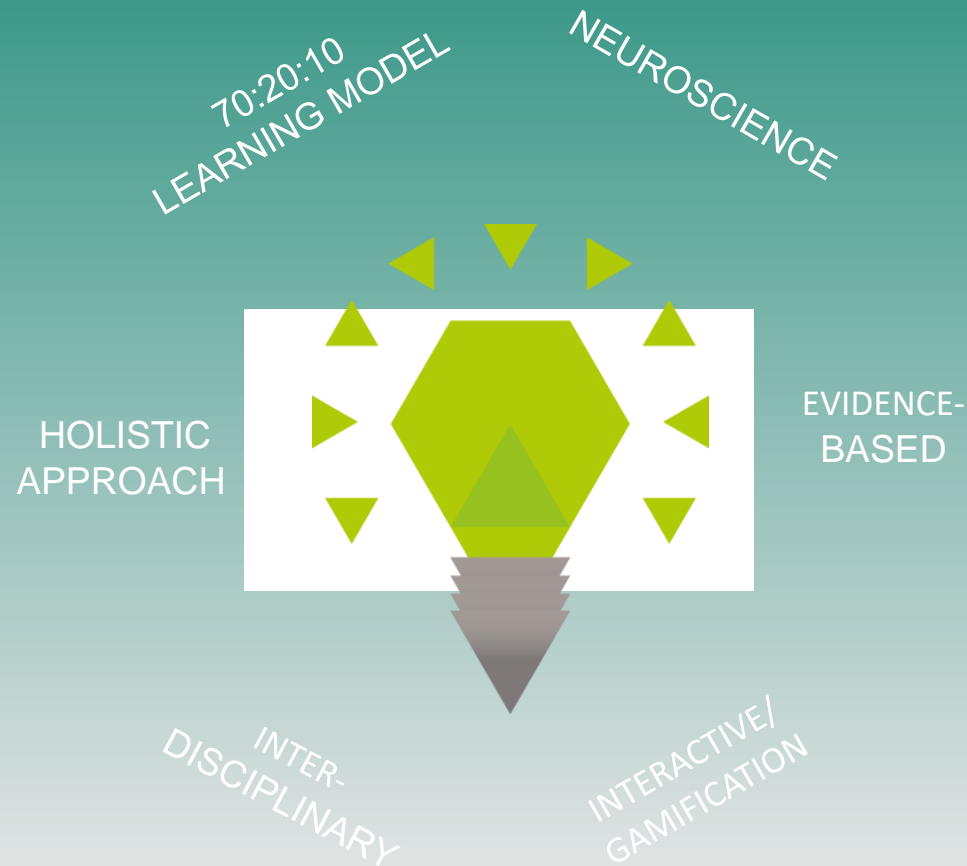
SAMPLE INDIVIDUAL REPORT

360 RESULTS



NEVER = 0%, SELDOM = 20%, SOMETIMES = 40%, FREQUENTLY = 60%, VERY FREQUENTLY = 80%, ALWAYS = 100%
The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels
The horizontal bars are rounded up or down to the nearest 10% band

The Management Shift[®] Learning Approach



Delegates Will Receive

- Access to e-learning platform with 21 learning modules
- A full set of training materials
- A set of The Management Shift® Toolkit for Accredited Coaches
- Access to an individual assessment tool based on the 5-Level Emergent Leadership Model for personal use
- Membership of The Management Shift® Community

Who Would Be Suitable To Accredite

Experienced executive coaches with at least 5 years of coaching experience running own coaching practice or working for corporate.

We are looking for coaches who want to:

- Add The Management Shift® tools and processes to their coaching portfolio to expand their practice
- Help create extraordinary leaders who will create humane organisations
- Associate their coaching practice with The Management Shift® brand
- Provide unique service to their customers
- Generate additional income
- Help spread The Management Shift® ripples to make this world a better place!

Expected Outcomes and Benefits for Senior Leaders

- Transformation of a mindset
- Clearer personal vision
- Better strategic decision-making
- Greater sense of purpose
- Improved energy levels and passion for work
- Reduced stress
- More creativity and innovation
- Ability to recognise the mindset of others and helping them shift to a higher level
- Become a change agent and a role model within the organisation



Expected Outcomes and Benefits for the Organisation



- The leader shifts to the new level of thinking and performing
- The leader is prepared to lead the process of organisational change
- The leader can help members of the senior leadership team to achieve the Big Shift
- The leader is able to bring the organisation to higher levels of success, leading to:
 - Increased revenue
 - Improved service
 - Increased employees' satisfaction
 - Increased productivity

Certificate on completion of the Programme



Accredited The Management Shift Coach Certificate

This certificate is awarded to:

_____ of _____

For demonstrating proficiency in using The Management Shift tools and processes for executive coaching purposes

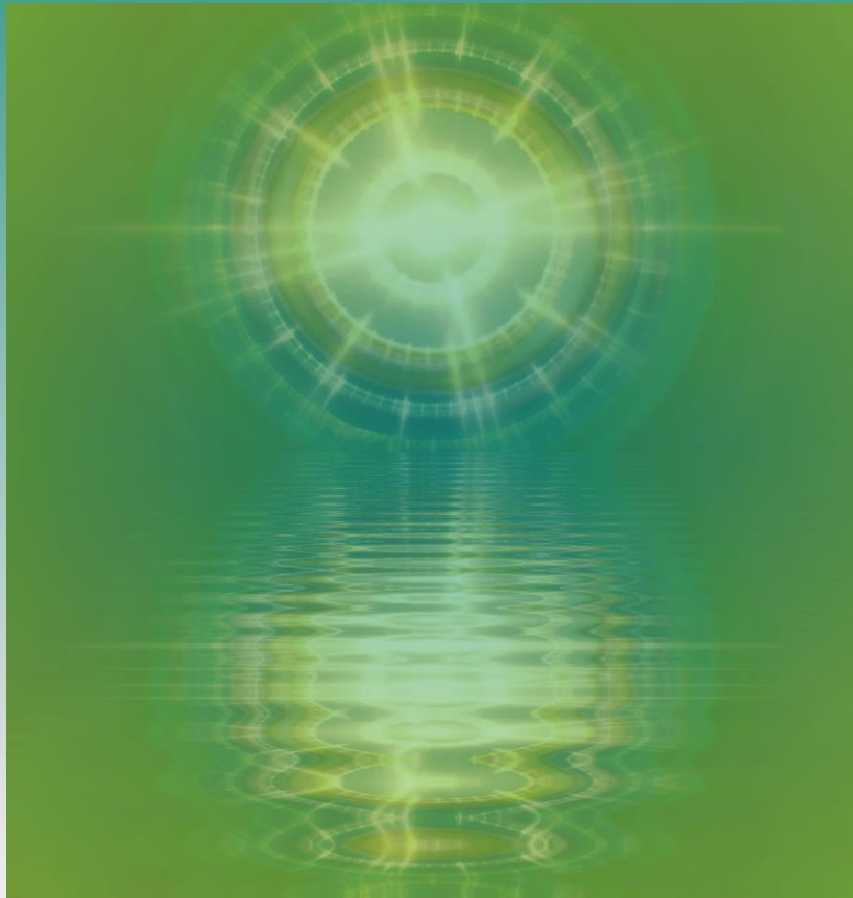
On behalf of:
The Management Shift Consulting Ltd:



London, 2020

The Power of Ripples

Transformation of leaders ripples out to their team, organisation and a wider society.



The Management Shift® Accreditation

	Basic Toolkit	AP Toolkit	AT Toolkit	AC Toolkit	Additional case study with paying client for Master Practitioner	Additional training with paying client for Master Trainer	Training for trainers	Online training for coaches	TMS Community membership
Licensed User	✓	—	—		—	—	—	—	—
Accredited Practitioner	✓	✓	—		✓	—	—	—	✓
Accredited Master Practitioner	✓	✓	—		✓	—	—	—	✓
Accredited Trainer	✓	—	✓		—	✓	—	—	✓
Accredited Master Trainer	✓		✓		—	✓	—	—	✓
Accredited Trainers' Trainer	✓	✓	✓		—	—	✓	—	✓
Accredited Coach	—	—	—	✓	—	—	—	✓	✓

What *The Management Shift*®

Accredited coaches say

The training really brought the concept of the individual as part of the greater organisational system (holistic systems thinking) to the forefront. The power of impacting one leader and then helping them unlock the potential in other leaders, subsequently affecting the overall system became very apparent during the sessions. For me the greatest benefits to the individual leaders I have coached through the certification are:

- Greater awareness and self-realisations
- The accelerated nature of the results and conversations due to the systematic TMS approach
- The importance of recognising different perspectives through the leader and follower relationships
- Accessing creativity through using an envisioning process including feelings, emotions and thoughts.

Talita Ferreira, CEO Authenticity Solutions Ltd

Programme Creator



Professor Vlatka Hlupic has been voted one of the world's HR Most Influential Thinkers 2017 - the third consecutive year that her work has been recognised in this way. The prestigious top 30 international list, in which Professor Hlupic is ranked at position 11 this year was compiled by HR Magazine and announced during a ceremony tonight at Claridges in London.

The awards were based on a combination of nominations from HR Directors and practitioners for the work that had inspired and had the most impact on how they approach their role; research conducted by Ashridge Business School, and input from an expert panel of executive head-hunters and HR Directors. The nominated candidates were judged according to the practical relevance and commercial impact of their work; visibility and sharing of their ideas; significance of published works; degree of challenge and originality of ideas, and level of personal influence in the past year. The 30 winners included practitioners and academics from some of the world's leading universities, business and management schools.

Vlatka is Professor of Business and Management at the University of Westminster, CEO of The Management Shift Consulting Ltd, Founder and CEO of the Drucker Society London and author of *"The Management Shift: How to Harness the Power of People and Transform Your Organization for Sustainable Success"*, an award-winning best-seller and one of Forbes' top eight business books 2014.

Her book advocates a new way of thinking and working to meet the needs of today's technology-driven, knowledge-based businesses and shows how the future of work can be implemented today. It combines theory and practice in demonstrating how companies can make changes in their leadership styles to improve employee engagement and performance, remove barriers to innovation and uncover the hidden strengths in people and their organisations.

Vlatka is also a renowned professional keynote and TEDx speaker and has appeared on 50 public platforms in since 2015. She has published over 200 articles in journals, business publications, books and conference proceedings, and has won several awards for her contributions. She is also an associate editor, guest editor and a member of editorial boards for a number of international journals, and her expert comments have appeared in many business publications and newspapers.

"What I have seen in many companies are over-controlling management styles and systems that employees find stifling and demotivating. Companies need a better understanding of human psychology and motivation. I call it humanising management - treating people with respect, and distributing power and decision-making. The results, in terms of performance and success, can be astonishing. This is why I wrote my book, *The Management Shift*."

Through her consultancy, The Management Shift Consulting Ltd, Vlatka and her team are helping various organisations in the public and private sectors to shift their performance to a higher level, using the tools and methods she developed over more than 20 years of her academic and consulting career.



Others on *The Management Shift*®

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

Marshall Goldsmith

Winner of 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

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

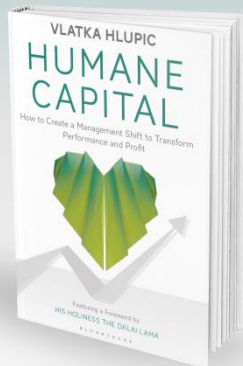
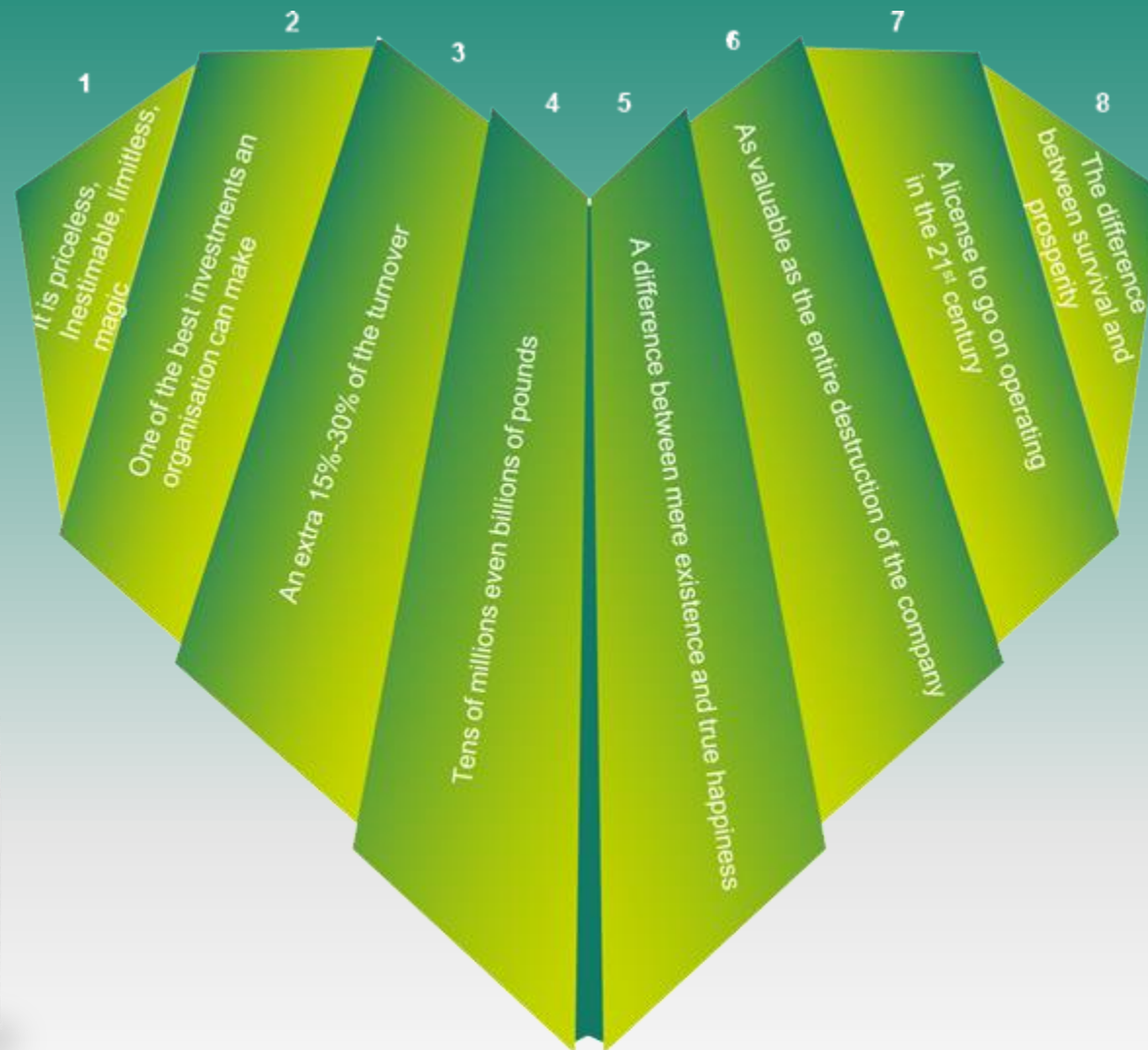
CEO, Brand Velocity Inc.,
the former CIO for The Coca-Cola Co.

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

HUMANE CAPITAL RESEARCH: THE VALUE OF THE BIG SHIFT TO LEVEL 4



The Management Shift® Awards



Axiom Business Books Award
2015: silver medal in the
“Leadership” category



Shortlisted for the CMI
Management Book of
the Year Award



TMS selected as one of the top eight
management books in 2014



Nominated for the
Thinkers50 Guru
Radar and “Ideas to
practice” Award



Winner of the Croatian
Women of Influence
Award 2016



Winner of the Honorary
Award From the
Leadership
Awards 2015



Voted one of the Most
Influential International
HR Thinkers 2016



Winner of the CMI
Management Articles
of the Year Award 2015



Nominated for the FT
& McKinsey
Business Book Award



Voted one of the
Most Influential
International HR
Thinkers 2015



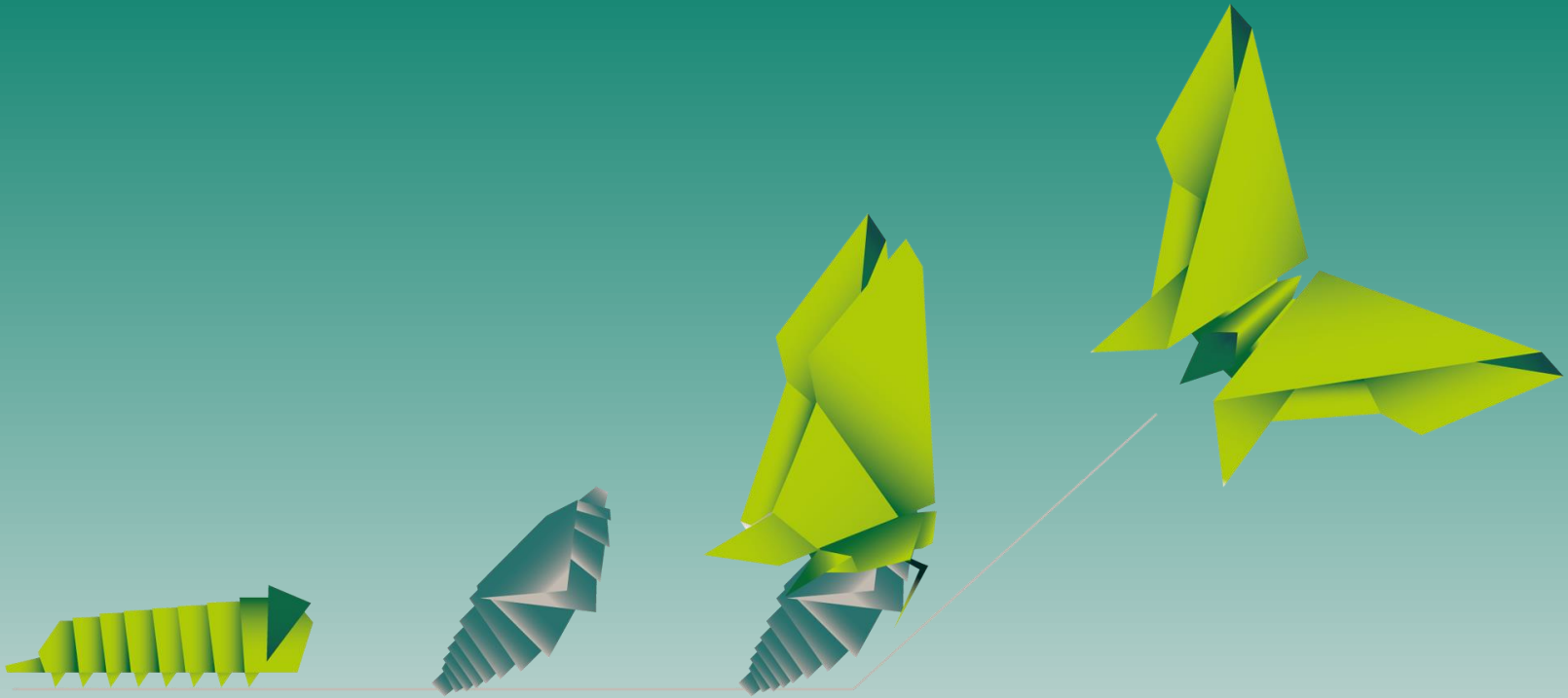
Voted one
of the Most Influential
International HR
Thinkers 2017



Voted one of the Most Influential
International HR Thinkers 2018



Voted one of the
Most Influential
International HR
Thinkers 2019



info@themanagementshiftspace.com
www.themanagementshiftspace.com