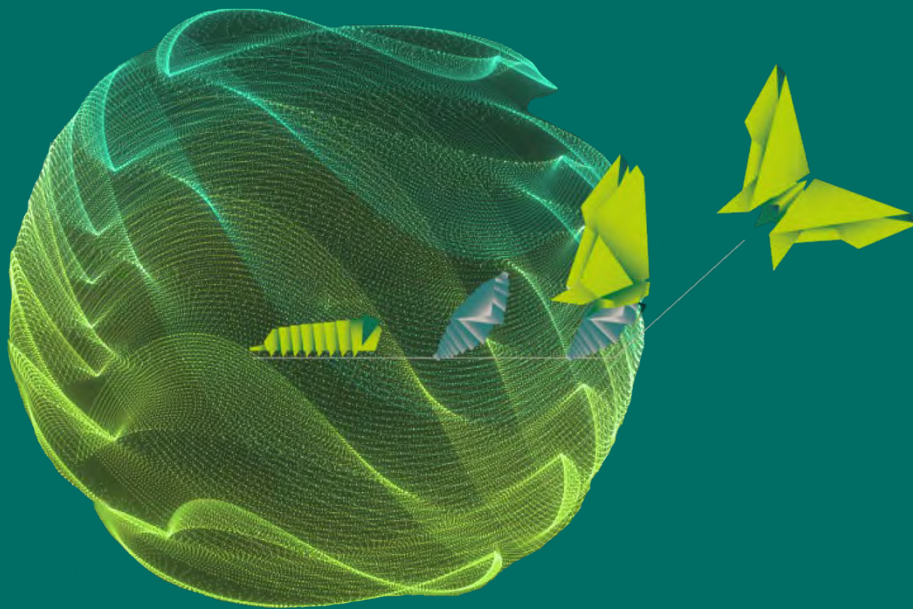




ENGAGE ▶ EVOLVE ▶ EXCEED



PROGRAMMES AND TOOLS

EVIDENCE-BASED PERFORMANCE IMPROVEMENT AND TRANSFORMATION FOR LEADERS AND ORGANISATIONS



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Transforming outdated leadership approaches to humane approaches for prosperity and fulfilment using evidence-based tools and approaches

What is The Management Shift[®] ?

“The Management Shift is the Lamborghini of the consulting world”

Paul Kincell, Interim Sales, Marketing and Business Development Director



Making world better, one shift at a time



Our Three P's



People



Purpose



Prosperity

Services

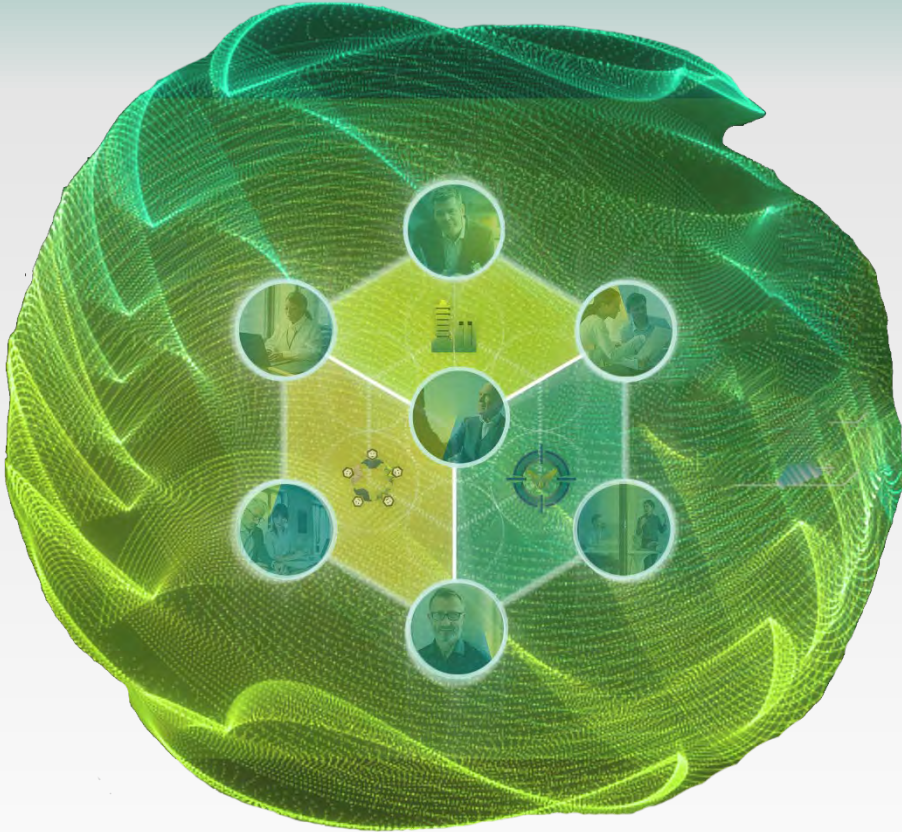


Our programmes and resources are for:

Executives/Directors

Managers

Consultants



Coaches

Educators

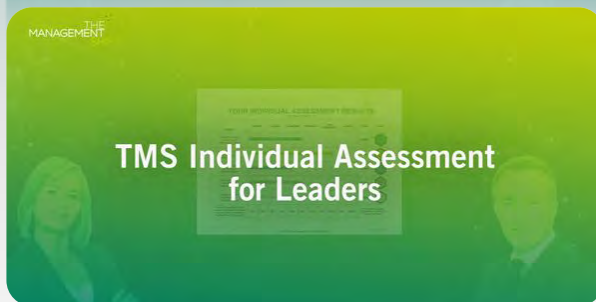
Professionals

The Management Shift for Executives / Directors



The Management Shift for Executives / Directors

Individual Transformation



The Management Shift for Executives / Directors

Senior Team Transformation



The Management Shift for Executives / Directors

Organisational Transformation

MANAGEMENT SHIFT

**Senior Leaders
Development Programme**

The Individual
Leadership
The Organisational Transformation
Strategy to Action

This graphic features a central yellow triangle with a white border. Inside the triangle, the text is arranged in a circular pattern: 'The Individual' at the top, 'Leadership' in the middle, 'The Organisational Transformation' at the bottom left, and 'Strategy to Action' at the bottom right. The background is a green gradient with faint portraits of a woman on the left and a man on the right.

MANAGEMENT SHIFT

**The Post-Pandemic
Shift Programme**

This graphic features a central yellow circle with a white border. Inside the circle, the text is arranged in a circular pattern: 'The Individual' at the top, 'Leadership' in the middle, 'The Organisational Transformation' at the bottom left, and 'Strategy to Action' at the bottom right. The background is a green gradient with faint portraits of a woman on the left and a man on the right.

MANAGEMENT SHIFT

**5 Masterclasses
for the
Big Shift**

The Individual Shift
The Organisational Shift
Humane Leadership
Strategy to Action
The Humane Shift
FUTURE MODEL

This graphic features a central yellow pentagon with a white border. Inside the pentagon, the text is arranged in a circular pattern: 'The Individual Shift' at the top, 'The Organisational Shift' at the top right, 'Humane Leadership' at the bottom left, 'Strategy to Action' at the bottom right, 'The Humane Shift' at the bottom left, and 'FUTURE MODEL' at the bottom right. The background is a green gradient with faint portraits of a woman on the left and a man on the right.

MANAGEMENT SHIFT

**The Humane
Recovery
Masterclass**

RECOVERY

This graphic features a central yellow circle with a white border. Inside the circle, the text is arranged in a circular pattern: 'The Individual' at the top, 'Leadership' in the middle, 'The Organisational Transformation' at the bottom left, and 'Strategy to Action' at the bottom right. The background is a green gradient with faint portraits of a woman on the left and a man on the right.

The Management Shift for Managers



The Management Shift for Managers

Individual Transformation

One-to-one
coaching
sessions

5 Masterclasses
for the Big Shift

The Humane
Recovery
Masterclass

TMS 360
Feedback
for Leaders

TMS Individual Assessment
for Employees

TMS Individual Assessment
for Leaders

The Management Shift for Managers

Senior Team Transformation



The Management Shift for Managers

Organisational Transformation

The Shift to a
New Workplace
Programme

The Management Shift
Board Game

Humane Capital
Board Game

The Management Shift
Book

Humane
Capital
Book

The Management Shift for Professionals



The Management Shift for Professionals

Individual Transformation


MANAGEMENT
SHIFT



One-to-one
coaching
sessions

The graphic features a central puzzle piece with a green-to-yellow gradient. On either side of the puzzle piece, there is a faint, semi-transparent image of a woman and a man, representing a coaching session.

MANAGEMENT
SHIFT



The 6 Box Leadership
Organisational
Diagnostics

The graphic features a central diagram of a 2x3 grid of boxes, representing the 6 Box Leadership model. On either side of the diagram, there is a faint, semi-transparent image of a woman and a man.

MANAGEMENT
SHIFT



TMS Individual Assessment
for Employees

The graphic features a central document icon representing an assessment. On either side of the document, there is a faint, semi-transparent image of a woman and a man.

MANAGEMENT
SHIFT



TMS Individual Assessment
for Leaders

The graphic features a central document icon representing an assessment. On either side of the document, there is a faint, semi-transparent image of a woman and a man.

The Management Shift for Professionals

Senior Team Transformation



The Management Shift for Professionals

Organisational Transformation



The Management Shift for Coaches



The Management Shift for Coaches

Accreditation



The Management Shift for Coaches

Learning Resources



The Management Shift for Coaches

Assessment Tools

TMS 360
Feedback
for Leaders

TMS Individual
Assessment for
Leaders

TMS Individual
Assessment for
Employees

The Management Shift for Educators



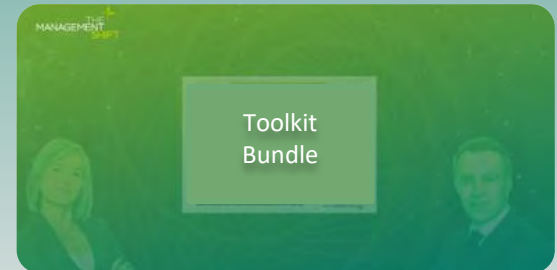
The Management Shift for Educators

Accreditation



The Management Shift for Educators

Learning Resources



The Management Shift for Educators

Assessment Tools

THE
MANAGEMENT
SHIFT

TMS Individual
Assessment for
Leaders

THE
MANAGEMENT
SHIFT

TMS Individual
Assessment for
Employees

THE
MANAGEMENT
SHIFT

The 6 Box Leadership
Organisational
Diagnostics

The Management Shift for Consultants



The Management Shift for Consultants

Accreditation



The Management Shift for Consultants

Learning Resources

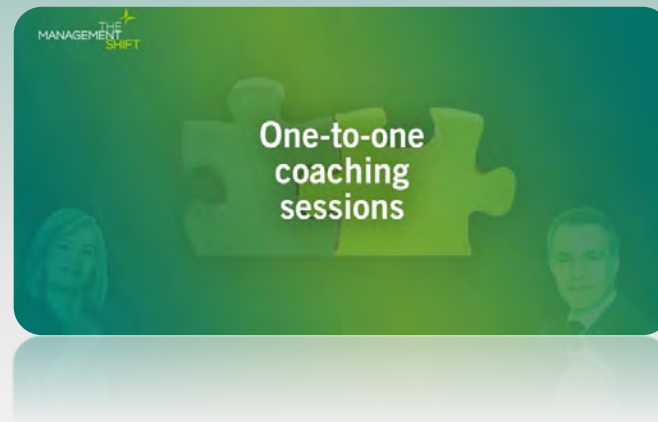


The Management Shift for Venture Capitalists



The Management Shift for Venture Capitalists

Individual Transformation



The Management Shift for Venture Capitalists

Senior Team Transformation



The Management Shift for Venture Capitalists

Organisational Transformation



Examples of Programmes and Tools

Training Services

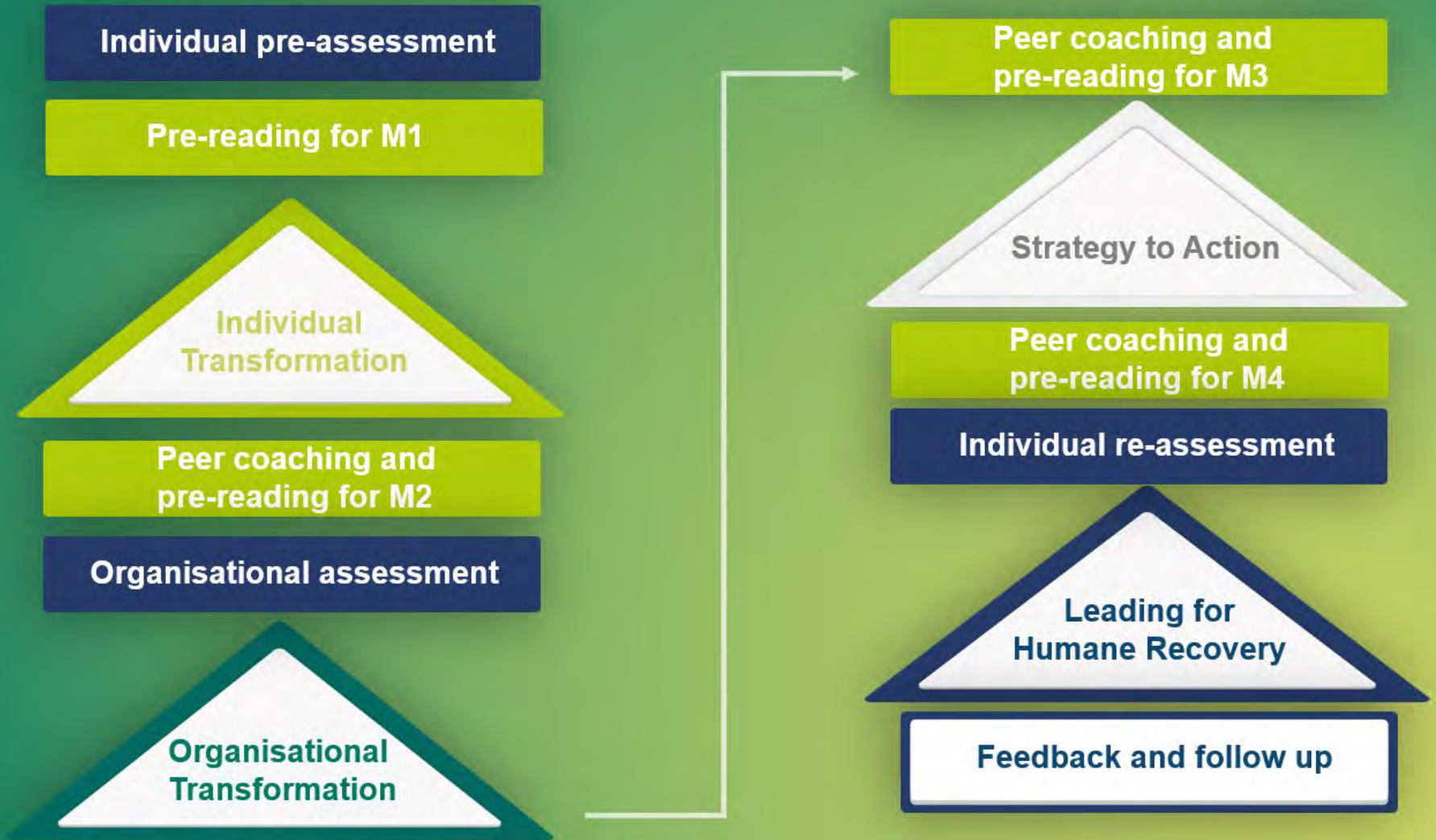


Emergent Leadership



Helping leaders to transform, anchor at Level 4 of the Emergent Leadership Model and spread positive ripples throughout an organisation for prosperity

The CEO Development Programme



Masterclasses based programme for senior leaders



The Humane Recovery Masterclass

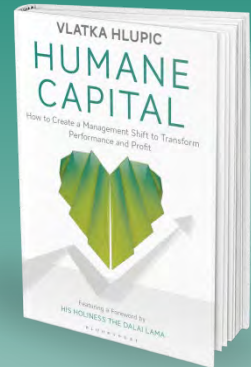


The Management Shift Toolkit with training resources



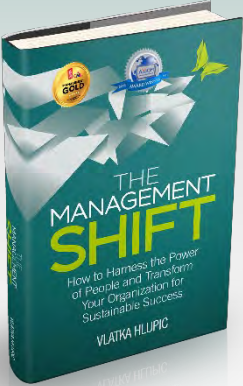
<https://marketplace.mimeo.co.uk/themanagementshift>

Humane Capital® Strategy Board Game



<http://www.themanagementshift.com/humane-capital-book-2>

The Management Shift® Board Game



Individual online assessment for leaders and employees



Example:

YOUR INDIVIDUAL ASSESSMENT RESULTS

MINDSET	NEVER	SELDOM	SOMETIMES	FREQUENTLY	VERY FREQUENTLY	ALWAYS	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

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The Management Shift[®] 360 Assessment

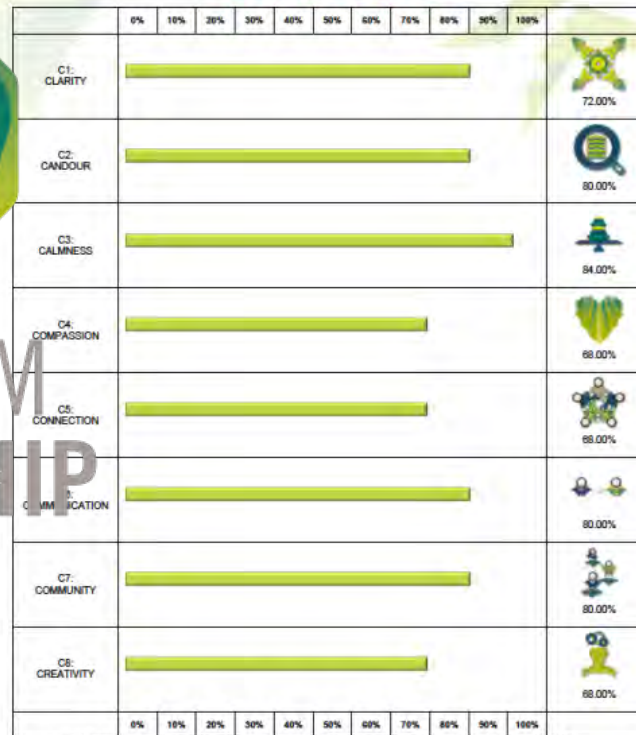
The Management Shift 360



QUANTUM
LEADERSHIP

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

Accreditation Programmes for Trainers

We train, accredit and license trainers (executive educators) to use The Management Shift® material, tools and processes for their executive education programmes



MANAGEMENT  THE **Accredited**
SHIFT **Trainer**

MANAGEMENT  THE **Accredited**
SHIFT **Master**
Trainer

Consulting Services



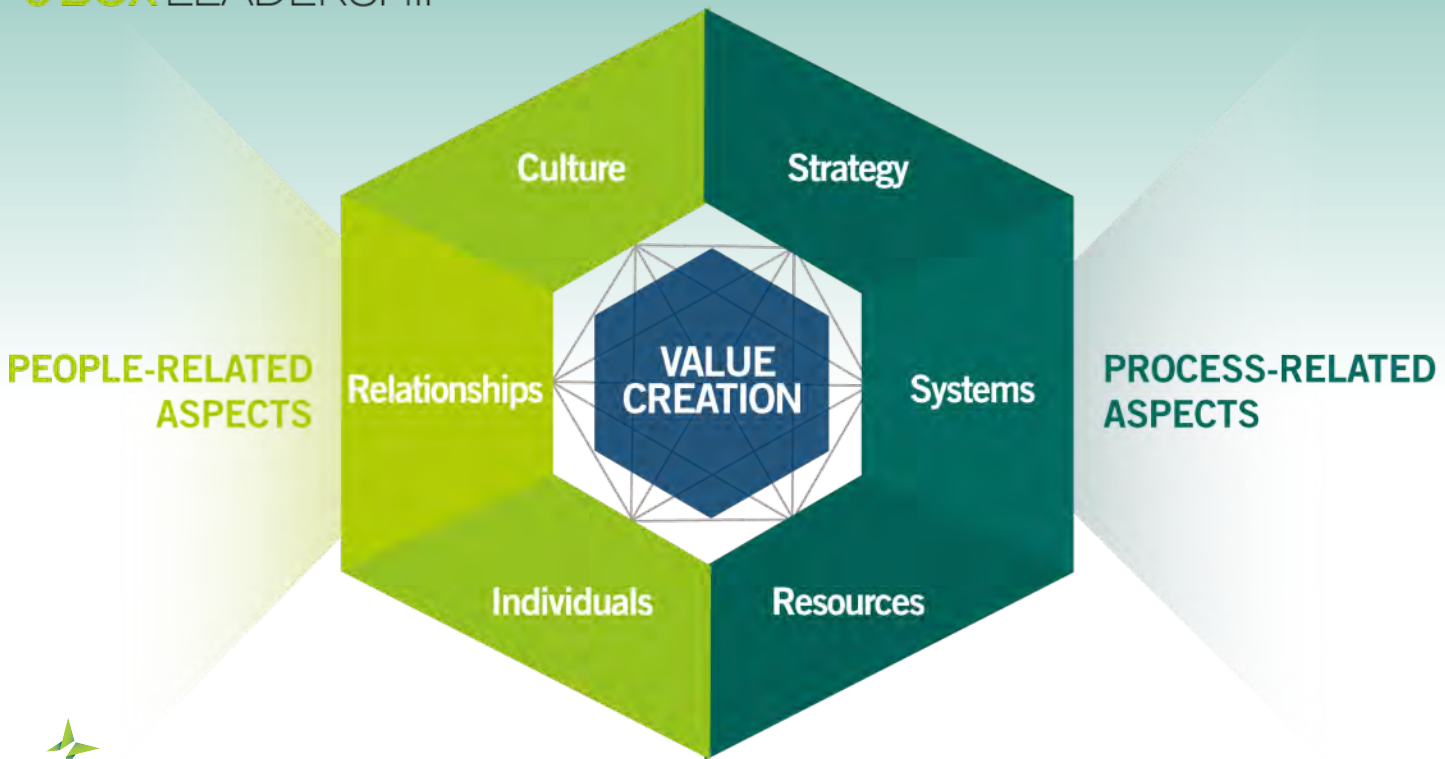
The individual transformation of leaders is followed by shifting the culture of the entire organisation using the 6 Box Leadership diagnostics



The 6 Box Leadership diagnostic tool: Organisational body scan



6 BOX LEADERSHIP



Bespoke reports



Headline Results

Culture	63%
Relationships	55%
Individuals	51%
Strategy	53%
Systems	41%
Resources	40%

Average Score: 50%



The 6 Box Leadership

KEY STRENGTHS

Question	Score
Giving back to the community is part of our culture	83%
Employee's values are aligned with the organisation's values	80%
Senior management determines the culture	75%
Accountability is part of our culture	75%
Our culture has a sense of purpose	70%

KEY DEVELOPMENTAL OPPORTUNITIES

Question	Score
Trust is part of our culture	50%
Employees are motivated to do their best at work	55%
Ethical behaviour is part of our culture	55%
Democracy is part of our culture	55%
Employees are overworked	55%

The 6 Box Leadership Diagnostic Cycle



Different organisations benefit differently



- **FTSE100 company, UK:** Used to improve performance and innovation, 33% increase in revenue and increase in net profit of 213%
- **Central government department, UK:** Uncovered strategic focus areas and developed senior development programme
- **Management consultancy, USA:** used to facilitate growth strategy (500% increase in revenue, 100% in staff numbers)
- **NHS Trust:** used diagnostic to design new HR strategy
- **IT consultancy, Norway:** Life-changing experience
- **On-line media company, South Africa:** Business sold after diagnostics

12 application areas for 6 Box Leadership diagnostics



The Post-Pandemic Shift Programme

Online programme using The Management Shift® and Humane Capital® tools and processes to help leadership teams to survive and thrive in the post-pandemic world and shift their organisation to the new level of success.



The Post-Pandemic Shift Programme structure

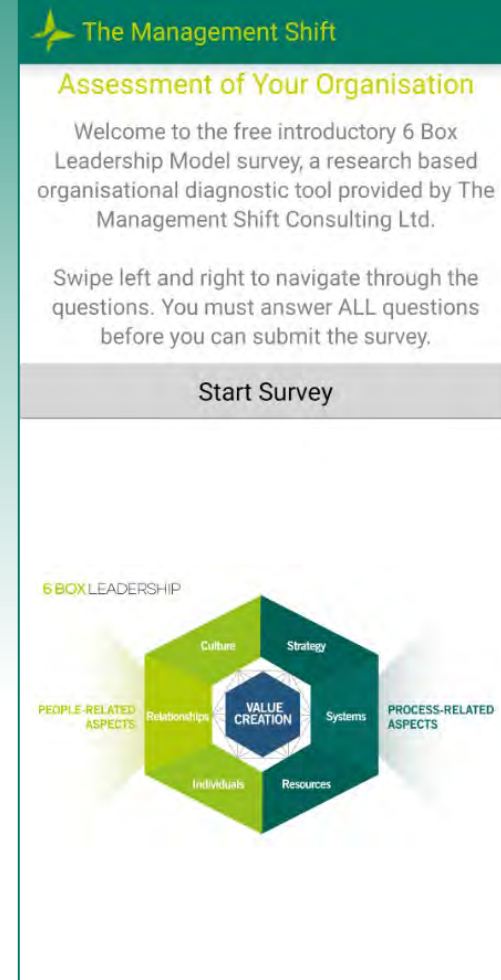
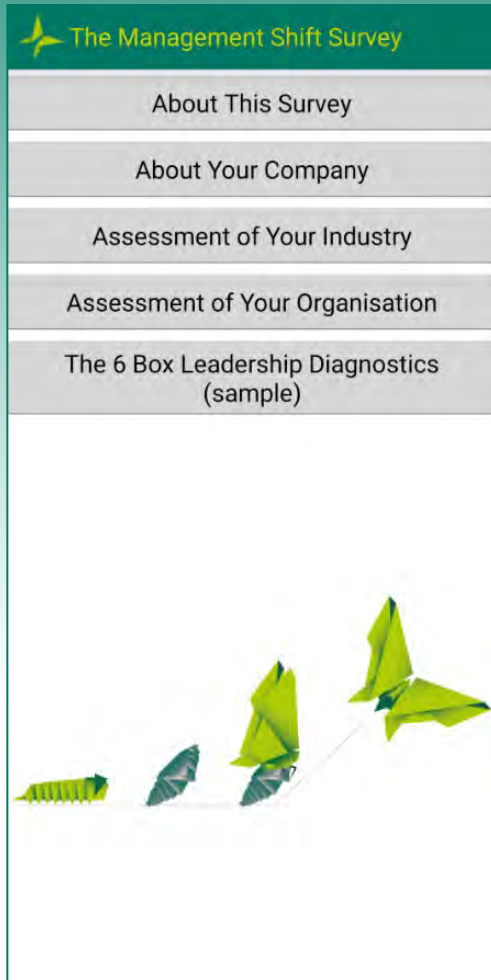
PHASE	1. DIAGNOSE	2. DEVELOPMENT
TASK	INTERVIEWS & ANALYSIS	EDUCATION & PLANNING
DURATION for PHASE 1 & 2 ...from 2 WEEKS		
SERVICE DESCRIPTION	<ul style="list-style-type: none"> • Consultation with CEO and senior leaders • Organisational context • Objectives and goals • Individual and organisational diagnostics – leadership team and direct reports • Analysis and tailored reporting 	<ul style="list-style-type: none"> • Embed understanding of the principles of The Management Shift (mindset and culture) • Analysis of assessment results • Set objectives for change and value creation • Develop strategic action plan – strengths, weaknesses, reset for new normal
DELIVERABLE	<ul style="list-style-type: none"> • Organisational diagnostics • Online assessments • Confidential 1-2-1 reports • 2 x 6 Box Leadership Report 	<ul style="list-style-type: none"> • Bespoke virtual workshops (2 x 2hr) • Action Plan templates, review and recommendations • Action Plan – CEO sign off • Support Plan – optional
3. IMPLEMENTATION		
EVALUATE & SUPPORT		
	<ul style="list-style-type: none"> • Individual and team support to reset leader behaviour and org. culture • Scope of Engagement defined in P1, reviewed in P2 and delivered in P3 • NB: P3 deliverables excluding BIS included on request at additional cost 	<ul style="list-style-type: none"> • Business Impact Survey (BIS) • Launch event participation • Awareness ed. (eg keynote webinars, masterclasses) • 1-2-1 senior exec. coaching • Remedial interventions

The Shift to a New Workplace Programme

A company-wide online programme using The Management Shift® and Humane Capital® tools and processes to help organisations to create a culture of high performance in a new hybrid world of work



The Management Shift[®] App



Accreditation Programmes for Practitioners

We train, accredit and licence experienced consultants to use
The Management Shift® material, tools and processes for
their consulting clients



MANAGEMENT  **Accredited
Practitioner**

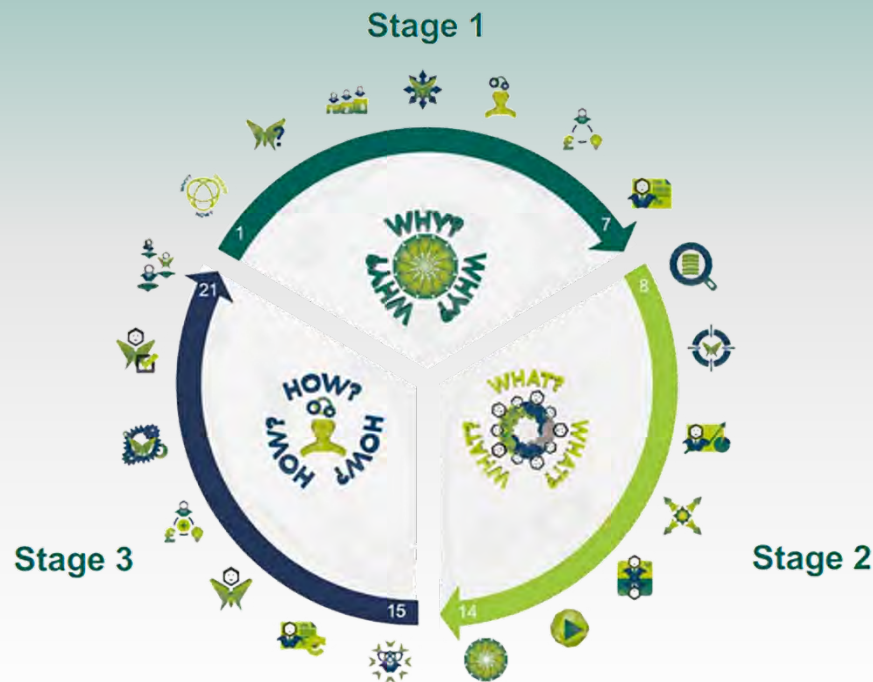
MANAGEMENT  **Accredited
Master
Practitioner**

Coaching Services



Accreditation Programme for Executive Coaches

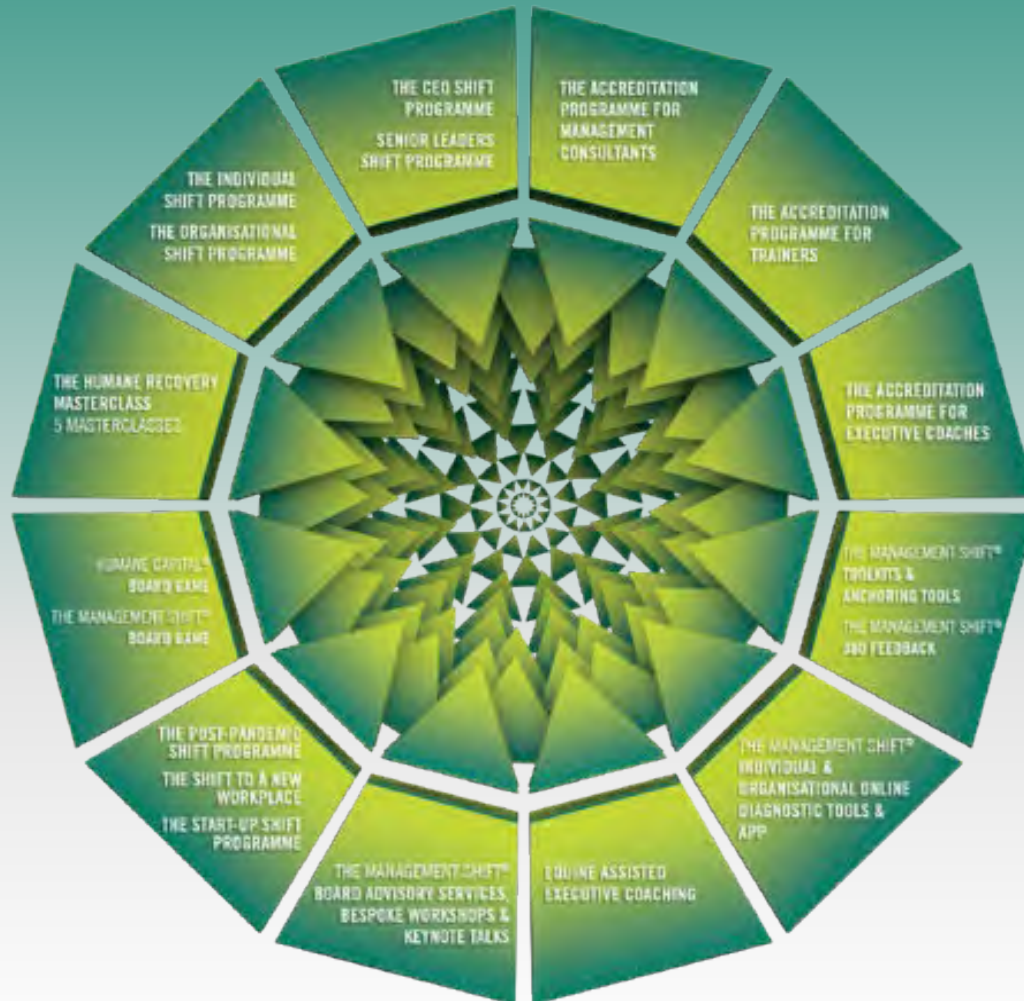
In addition to providing one-to-one coaching programs for leaders, we train and accredit executive coaches working with leaders to use The Management Shift® material, tools and processes with their clients, through our e-learning platform



How can we help you?

Creating ripples

All Services and Tools

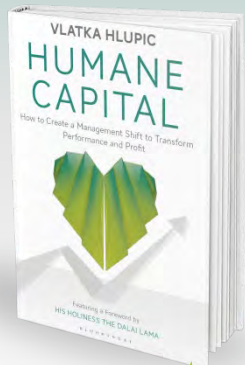


What do others have to say?

“I definitely recommend The Management Shift® to others. It provides an insightful and practical approach for personal and organizational transformation. Better than that, it provides the tools needed to sustain it. Every organization in a changing environment can benefit from the Management Shift. In short, that’s every company”.

**Jack Bergstrand, CEO Brand Velocity,
Former CIO and CFO for Coca Cola**

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 2016



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

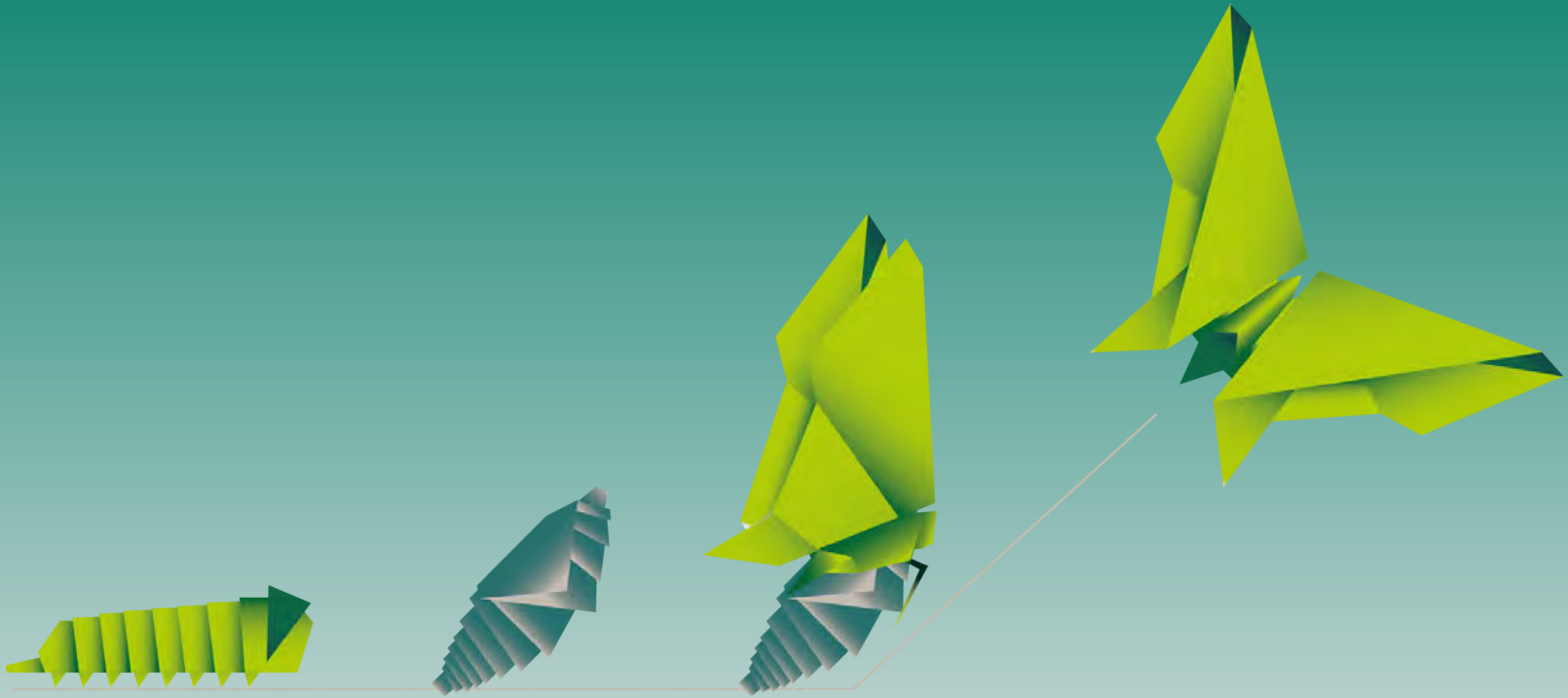


Voted one of the Most Influential International HR Thinkers 2018



Voted one of the Most Influential International HR Thinkers 2019





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www.managementshiftsolutions.com