



Learning • Empowering • Achieving • Performing

# LEAP Development Group

## Welcome



LEAP was born out of a want to work with the best people in the best way possible. Doing a great job for a fair price that makes development accessible to all organisations, not just the large multinationals.

I had the vision of a group of like-minded, talented and enthusiastic people, who support one another to achieve our own individual personal goals. This vision is what formed the concept of the Training Consortium. LEAP is an integral member of this development group.

Unity is a key principle of this consortium, where we each respect and support each other's dreams, hopes and needs. Each member may want something different from their work regime but whenever anyone is engaged, they are fully committed and totally onboard with the activity.

It's all about the people, whether that is our great clients and delegates or our colleagues and friends - leap people as our email states. Without any of these people we wouldn't be able to achieve all that we can.

I am honoured to work with an amazing group of talented and unique people each of whom contributes collectively and individually to the others. We have a powerful dynamic which I truly think cannot be beaten.

A handwritten signature in black ink that reads "David".

Founder and Managing Director

# LEAP Development Group

## Our Approach



At LEAP Development Group we value working in true partnership with our clients and we believe this approach has been instrumental in developing and expanding our business.

Our clients have a dedicated LEAP project and delivery team who have complementary expertise, industry knowledge and cultural fit with the participants and the organisation. We are proud to be described as 'trusted partners' and we are often seen as part of the business.

Working alongside our clients we adapt and create learning solutions beyond just the actual training event. We align our materials with those already used within the organisation ensuring our materials feel like an integral part of the wider company culture and identity. This can range from using the correct technical language and terminology, corporate branding, alignment with internal processes and schedules, through to working alongside other training providers within the business to ensure complimentary messaging and alignment.

Our client-base includes:



We believe people learn best when the event is practical, interactive and fun. Our LEAP delivery style is more 'facilitative' and less like 'teaching'. When delivering sessions, either face-to-face or virtually using an online platform, we ensure the delegates gain practical insight and application; not just a list of theoretical models.

# LEAP Development Group

## What we do



LEAP Development Group specialises in personal, behavioural and leadership development for all levels within an organisation. Whether in the format of a face-to-face workshop, an interactive virtual classroom or as a topic for a one-to-one coaching session, LEAP aim to provide a blended approach that is tailored to the client's need.

Typical topics covered by LEAP Training include:

- Appraisal Skills
- Assertiveness
- Coaching & Development
- Communication Skills
- Developing Brand & Impact
- Developing Resilience
- Enabling Performance
- Facilitation Skills
- Leadership Skills
- Leading through change
- Managing Time & Priorities
- Management Skills
- Mindfulness & Well-Being
- Negotiation Skills
- Personal Power & Influence
- Presentation Skills
- Remote/Hybrid Team Working
- Stakeholder Management
- Team Building
- Valuable Conversations

In addition to the delivery of engaging and effective training interventions, LEAP Development Group can also provide a full and complete development support service ranging from the diagnosis of development needs; the design of programme events; the provision of operational support and reporting of Management Information (MI).

At LEAP we take pride in making a difference. Our measures of success include:

- Delivering behavioural or cultural change for the client partner in line with an agreed strategy or organisational design;
- Supporting clients to achieve tangible returns on their investment, such as increasing sales, improving employee engagement, and enhancing the customer experience;
- Developing or enhancing the personal confidence and professional capability of participants, by complementing and challenging their current and future state;
- Adapting the conversations and exercises within the learning experience to reflect the real-world environment of participants, which can be readily applied to their situation.

LEAP stands for • Learning • Empowering • Achieving • Performing





# LEAP Development Group

## Virtual Classrooms



A virtual classroom is defined as an approach which allows a delegate to experience the learning and interact with the facilitator just as they would do if they were in the physical classroom environment.

The system that LEAP uses for delivering virtual classrooms is Microsoft Teams and incorporates numerous tools to replicate those used in the physical training room, such as:

- Whiteboards that can be written upon by everyone including the delegates.
- Virtual breakout rooms which enable the main training group to be sub-divided into smaller discussion teams.
- Webcams and audio facilities to enable delegates to contribute to the discussions.
- Presentation of slides and videos and the ability to share screens.
- Polls and chat rooms.



In order to derive the most benefit from a virtual classroom we would recommend a maximum of between 12 and 15 delegates per session. This enables a good level of participation and engagement to be achieved across the whole group.

We are passionate about the embedding of learning and recommend additional support is provided to each delegate to help them consider their own learning objectives. Whether that be in the form of individual coaching or specifically written support material such as a SnapShot Booklet which are useful reference guides to the topics discussed during the virtual classroom, along with some carefully considered reflective activities to stimulate a delegate's practical understanding of the subject and application to their personal situation.

The advantage of using virtual classrooms is it allows a geographically diverse audience to participate and gain high quality facilitated learning without the cost of travel either financially or, sometimes more significantly, in time lost from work.

# LEAP Development Group

## Coaching



We also offer individual coaching to supplement the Virtual Classrooms as this ensures delegates can apply the topics discussed into their own individual work situations. During a coaching session, facilitated by an experienced coach, each delegate would have the opportunity to consider their own goals and objectives regarding their approach to management. Using the content discovered on the programme, they can reflect on their own strengths and development themes and consider how they might apply what they have learned.

This can enhance the level of knowledge and skill which is subsequently transferred back to the workplace and thus, increase the return on investment of the training and the embedding of the learning. There are many ways in which this coaching could be structured, a couple of examples would be:

- Formally part of the Management Development Programme – specifically scheduled at certain points in the programme.
- As standalone coaching sessions offered to those individual delegates who want to have some 1:1 coaching time with the facilitator – potentially as a set number of coaching hours, allowing the delegate to use them at their discretion at relevant points for them throughout the programme.



# LEAP Development Group

## Other Services



Along with our training and coaching sessions, our accredited team are able to provide additional tools to help identify and develop areas of interest for your colleagues and teams, to promote teamwork, communication and understanding, amongst other things.

These services include:

- **360 Degree Feedback**

This is a process through which feedback from an employee's subordinates, peers, managers(s), as well as a self-evaluation by the employee themselves is gathered. 360-degree feedback is so named because it solicits feedback regarding an employee's behaviour from a variety of points of view. Organisations use 360-degree feedback for developmental purposes, providing it to employees to assist them in developing work skills and behaviours, and in performance evaluations.

- **DISC Profiling**

DISC is a self-assessment tool for providing insight into behavioural preferences and tendencies using four core dimensions. A DISC assessment helps to identify workstyle preferences, determines how a someone would interact with others, and provides insight on work habits and preferences. DISC has also been used to help determine a course of action when dealing with problems as a leadership team - that is, taking the various aspects of each DISC type into account when solving problems or assigning jobs.

- **Myers-Briggs (MBTI) Profiling**

The Myers-Briggs Type Indicator (MBTI) is an introspective self-report questionnaire indicating differing psychological preferences in how people perceive the world and make decisions. The test attempts to assign a value to each of four categories: introversion or extraversion, sensing or intuition, thinking or feeling, and judging or perceiving. One letter from each category is taken to produce a four-letter test result, for example, "ISTJ" or "ENFP".

- **Behavioural Analysis (BA)**

Behaviour analysis seeks to understand the impact of the events that come immediately after a behaviour. This understanding can be a useful tool for modifying problematic behaviours and teaching more adaptive responses.

Behaviour analysts utilise strategies such as shaping, reinforcement, chaining, and prompting to help people change behaviours and acquire new skills.

# LEAP Development Group

## Other Services

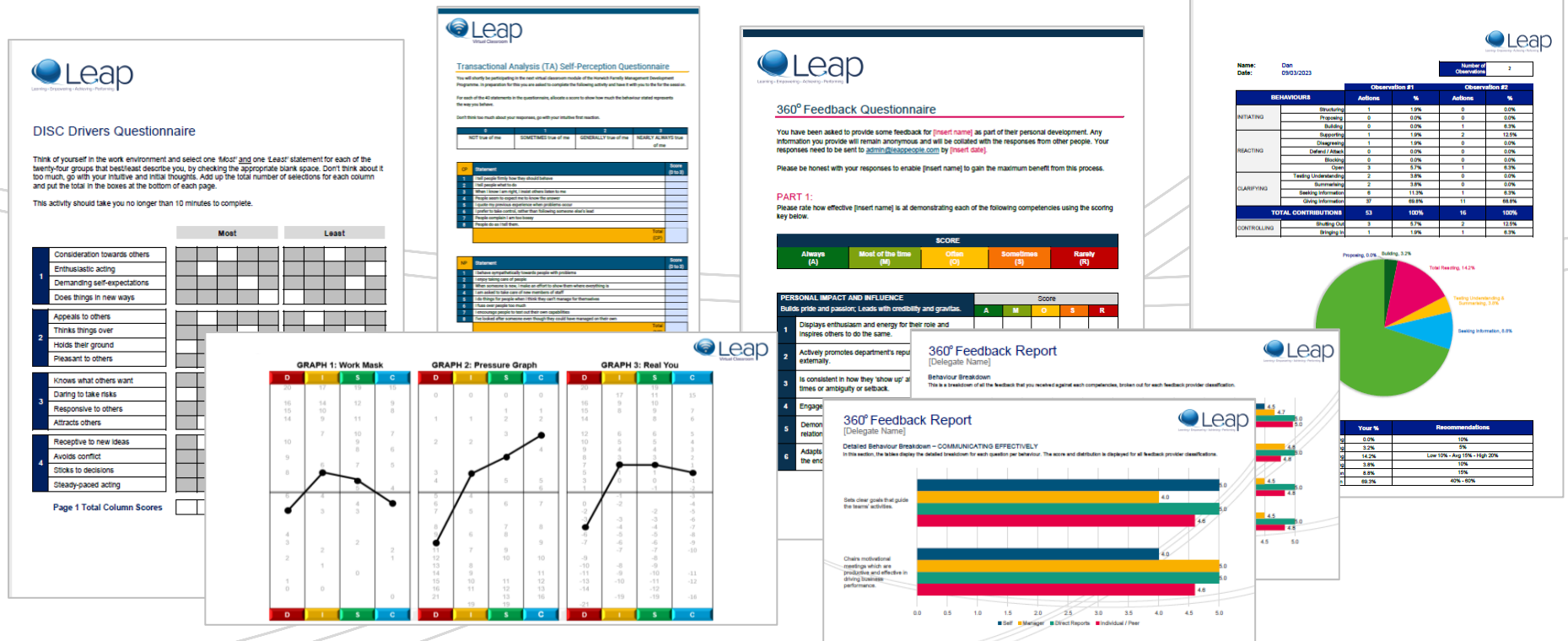


- SDI Profiling**

Strength Deployment Inventory (SDI) is a self-assessment tool that helps people understand what gives them a sense of self-worth and what's important to them when relating with others. SDI gets you to assess both your own and your colleagues' motivations in terms of people, process and performance and encourages you to modify your behaviour and communication to work together more effectively.

- Transactional Analysis (TA)**

Transactional analysis is a method wherein social interactions (or “transactions”) are analysed to determine the ego state of the communicators (whether parent-like, childlike, or adult-like) as a basis for understanding behaviour. In transactional analysis, the communicator is taught to alter the ego state as a way to solve communication problems.





# LEAP Development Group

## Bringing your vision to life



At LEAP Development Group we work with you to create a programme that is not only informative and useful but also engaging and creative. Working with your brand or creating something completely new we combine graphic design, animations and pre and post programme materials to really get your learners involved and excited. From teaser and trailer videos to newspapers, postcards, posters to programme launch events we provide a full 360 experience.



# LEAP Development Group

## Accredited Expertise



Our team of facilitators at LEAP Development Group are accredited coaches and specialists in the use of various tools, assessment techniques and processes which can be incorporated into our HR consultancy and training sessions, as required.

Such tools include:

- Behaviour Analysis (BA)
- Belbin Team role profiling
- DISC profiling
- Myers Briggs (MBTI) profiling
- Neuro Linguistic Programming (NLP)
- SHL 360
- SHL Occupational Testing
- SHL OPQ
- SDI profiling
- TMSDI profiling
- Transactional Analysis (TA)
- Executive Results Coaching
- Presentation Mastery (NIDA)
- Voice and Speech Specialist (NIDA)
- *ILM Level 7 Certificate in Executive Coaching.*
- MBA, Leadership in Practice
- Executive Coach & Mentor (ILM L7)





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