

Is your path to success unclear?

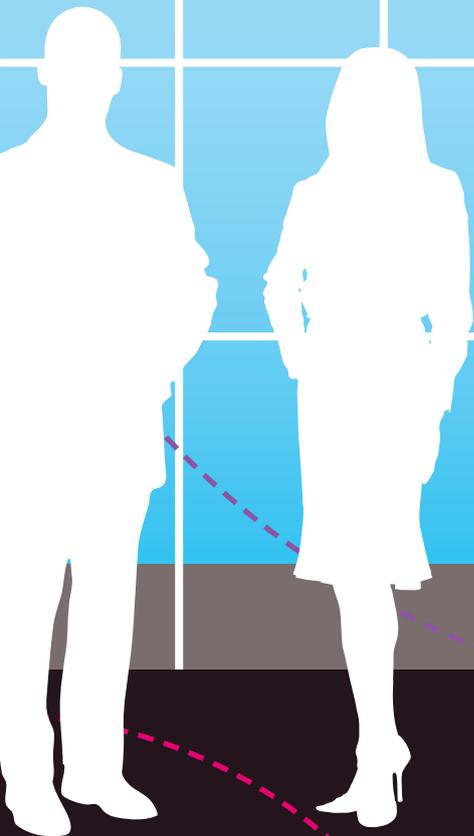


FLIGHT

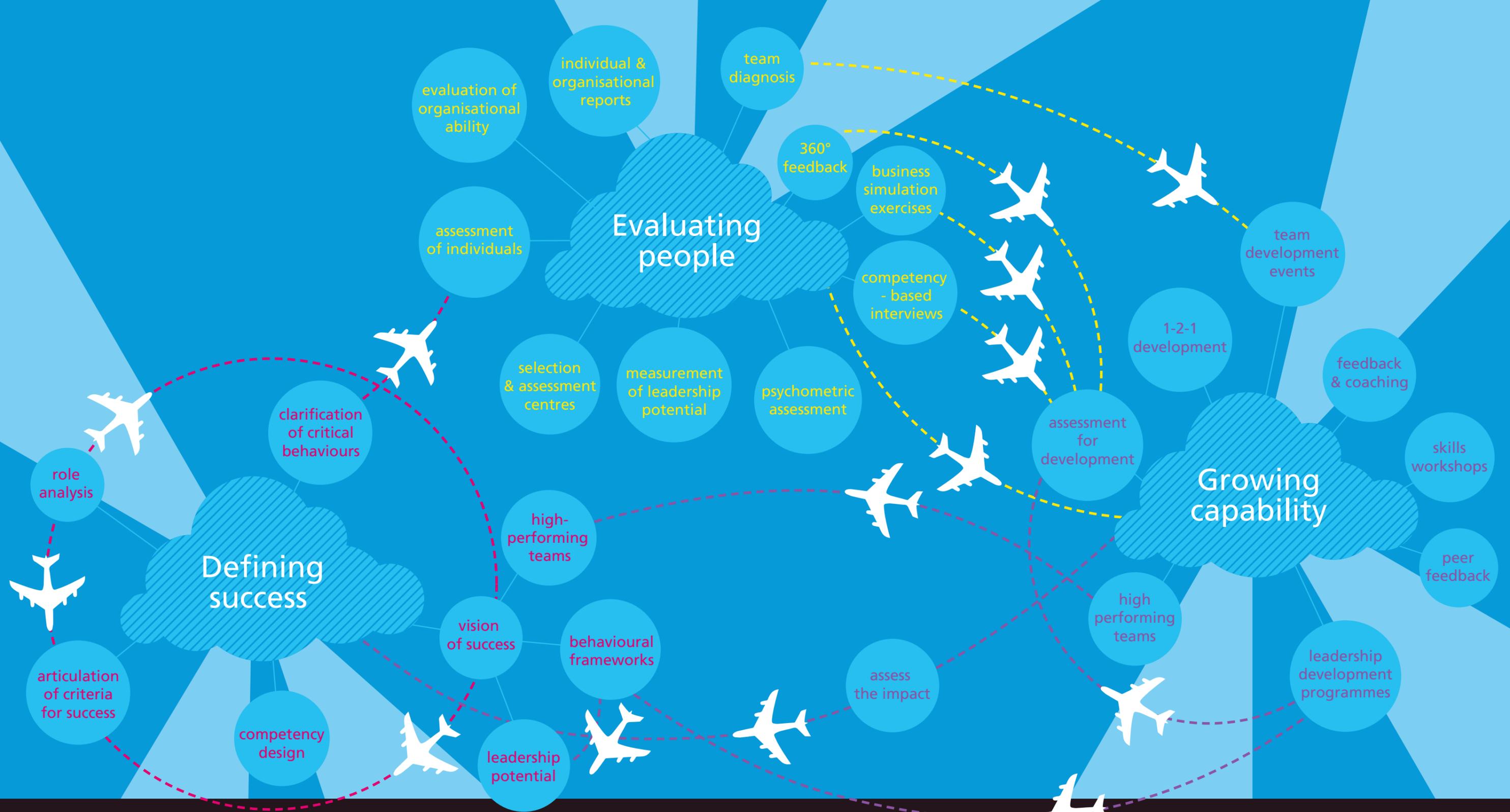
DESTINATION

INFORMATION

0001	PRODUCTIVITY	AWAITING INFORMATION
0002	EFFICIENCY	CANCELLED
0003	GROWTH	DELAYED
0004	MOTIVATION	LOST IN TRANSIT
0005	COMMUNICATION	CONNECTION MISSED
0006	ENGAGEMENT	RESCHEDULED
0007	TALENT	ABOUT TO DEPART



Discover OPP's  
consultancy services



Whether you are seeking to engage key individuals, inspire your wider workforce or make tough investment decisions concerning your future leaders, OPP Consultancy will guide you on your way.

We have an impressive track record working with top tier businesses, including more than three-quarters of the FTSE 100. We apply the most up-to-date business psychology know-how and research, along with unrivalled expertise in psychometric tools, guaranteeing that you reach your destination.

OPP Consultancy works with you to ensure you have the right people, with the right mindsets and skills in the right roles to deliver the performance needed for your business success.

**Defining Success**  
*We help you identify what 'great' looks like.*

We work with you to get to the core of your organisation's unique people challenges and diagnose with absolute honesty the issues you face. This might involve crystallising what you need to achieve with your talent programmes to future-proof your business. It could involve defining high performance amongst your teams. Or perhaps you want to clarify the behaviours required from individual leaders or whole tiers of leadership, through exploration of roles or the wider creation of competency frameworks.

**Evaluating People**  
*We help you review the current reality.*

We help identify strengths and gaps in relation to your company's definition of success. This could involve assessing leaders against new or existing behavioural frameworks, checking the readiness of a team against high performing team criteria, evaluating individuals for selection or exploring wider organisational capability against strategic needs. We work with current research, data from your business, our world class tools and bespoke models to ensure clarity about the gap between your current position and your own definition of success.

**Growing Capability**  
*We help you grow your people to achieve success.*

Our development solutions are pragmatic, business-focused and challenging. We create thoroughly researched, immersive experiences that have lasting impact, catalysing change at individual, team and organisational levels. For example, working with leaders in a 1-2-1 format, our consultants facilitate deep insights. When working with teams we build honesty and engagement with the change being sought. Working specifically with the factors that catalyse change, we support you in taking your brightest and your best through our Assessment for Development processes to identify and develop your talent.

# What makes us different?

1

We provide you with transformational solutions. Whether creating an agile response to a single business need or planning a full development journey, we'll get to the core of your organisation's unique challenges, helping transform your workplace and diagnose the real issues. Sometimes we might tell you what you don't want to hear, but that's an important part of providing development that really works and doesn't just scratch the surface.

2

We help you get to grips with all levels of people development and culture change. We're not just a one-day wonder – by passing on our skills and insights, we enable you to continue the assessment and development work yourself.

3

We will deliver exactly what you need, on time and on budget, regardless of your experience of other providers.

OPP was founded and built by practising business psychologists. Our consultancy has been partnering with clients for more than 30 years to identify and develop leaders. We offer an unrivalled team of qualified psychologists, representing a wealth of experience, and backed by an in-house Research and Development team. Our consultants are qualified in a comprehensive suite of problem-busting tools, including the MBTI®, 16PF®, FIRO®, TKI™ and Strong® instruments. As European distributors of these tools, we have unparalleled insight in how to apply them. Reports from some of these instruments can be customised to reflect your organisation's business language and enhance understanding and application.

*Our development work with OPP has helped managers to realise where their own faults are, and to help them correct them. It's a bit like standing in front of a mirror with no clothes on and being able to look yourself in the eye and make an honest judgement. This helps you be a good manager, by being true to yourself*

**Air Malta**

*OPP's consultant wasn't only a designer, trainer or facilitator – she mentored us, and an unexpected side-benefit of this was that we got some team development from it ourselves. She was flexible, despite all the things we threw at her!*

**The Phoenix Group**

*OPP provided the right balance between listening to our needs and facilitating us in actually confirming what it was we were looking to get out of our investment. They went above and beyond in order to understand where we were coming from and pass on their knowledge and expertise to the RAF instructors*

**RAF Cranwell**

**opp**  
unlocking potential



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