

EMPLOYEE ENGAGEMENT
CONTINUOUS CHANGE
WAR FOR TALENT
CULTURAL ALIGNMENT
INCREASING DIVERSITY
SUSTAINABLE GROWTH
LEADERSHIP SUCCESSION



Leadership development

Your ascent to new heights

Great leadership, lasting business impact

Success comes easily to organisations that deploy the right people: focused, committed and unerringly driving the business to new heights. This is only achieved through great, authentic leadership. Leaders who know themselves, and who understand the elements that lead to success, are the key. This is where OPP comes in.

Our experienced business psychologists get to the roots of your organisation's culture and challenges. We understand the psychology that helps leaders unpack, explore and develop the qualities that will act as the foundation for successful careers, sustained organisational growth and better results.

Guaranteeing positive impact

It's easy to spot great performance – much harder to pinpoint potential. In helping you nurture up-and-coming leaders we provide **the basis for future growth and success**.

We **share our in-depth psychological knowledge with you**, enabling you to carry development work forward independently. This ensures added value for your development budget.

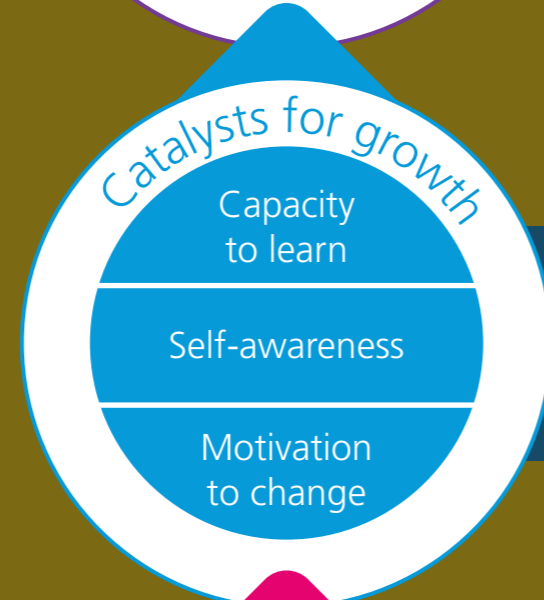
We work with you to **define how you will measure success**. This could be through building stable leadership teams, or setting new business challenges, for example. Whatever the goals, they will be defined in the context of financial return.

We make the distinction between someone who excels in the short term, and someone who has the potential to really drive an organisation's growth.

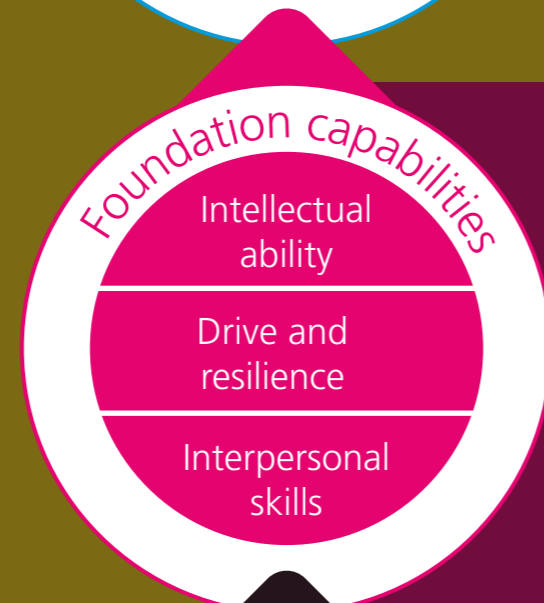
Organisation growth



The successful leader's journey to the top is complete when they see the **outcomes of growth** and their own development translated into organisational success



To propel leaders towards a place where they can truly make an impact requires **catalysts for growth** – mechanisms by which leaders can grow and develop, lifting themselves, their teams and their organisations to greater heights



To begin, we focus on **foundation capabilities**, identifying the building blocks of leadership across three areas:

- > Intellectual ability – the rigours of strategic vision, analytical problem-solving, commercial awareness
- > Drive and resilience – striving for excellent results, coping with pressure, being consistent and dependable
- > Interpersonal skills – communication, influencing, behaving with integrity and respect

Challenges

The challenge – finding, developing and retaining great leaders

Getting the right people to lead an organisation creates the context for success, providing direction and engaging everyone in building momentum. OPP uses an unrivalled knowledge of personality to enable good leaders to become great leaders, so that they continue to lead and influence others.

OPP can help you get to the heart of the key issues:

> Defining success

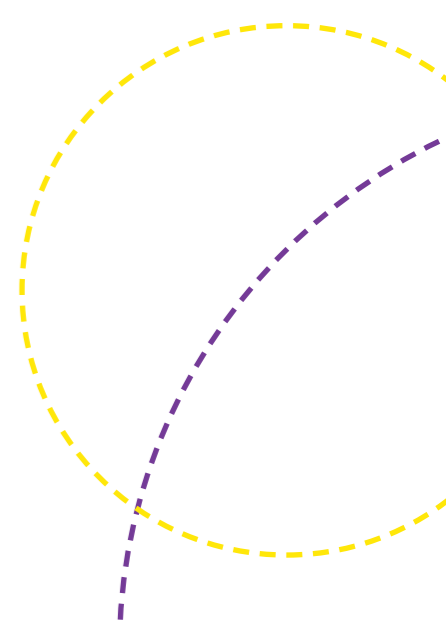
We help you define what great leadership means in your organisation, in your market place with your specific business challenges. This definition helps us shape challenging development experiences that directly address your most pressing concerns.

> Evaluating people

We use our own specially developed psychology-based tools and techniques to evaluate current and future leaders against business needs, examining where the next generation of leaders will come from, and looking at how you can spot and manage those with the greatest potential for growth.

> Growing capability

We use our psychological expertise to quickly develop self-aware, job-ready, motivated leaders. We help you retain leadership talent and ensure continuous growth and learning for leaders at all levels.



Why you should choose OPP

Our expert consultants are agile in balancing your unique business needs with the insights of OPP's psychology-based tools and research. We apply our models and expertise flexibly. Authentic and commercial leadership is not a one-size-fits-all science, but neither does it mean reinventing the wheel every time.

With our in-depth knowledge of our tools, we are a very safe pair of hands to be in. You can trust us to challenge and inspire you to get the very best from your leaders. Our leadership models are based on scientific research and data – not just our own, but world-class, peer-reviewed data from across the globe that show which capabilities are needed for great leadership. Armed with these proven psychological insights, we maximise your chances of successful development.

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.

I've done this with other organisations, but we picked OPP because they were the best... Leaders need to understand that once you've got the management title and responsibility, you have to perform. You need to earn that title and responsibility

Air Malta

Our relationship with OPP and their ability to adapt and flex their approach was invaluable

NHS North West Leadership Academy

We have seen quarter-on-quarter improvements in performance, particularly in the key areas of leadership and desire to remain with the company. The improvements have been such that this division of Ernst & Young is top of all the national business units in its people performance

EY (Ernst and Young)

opp
unlocking potential



Get where you want to be. Contact OPP Consultancy to discuss your business challenge:
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