



LEADERSHIP  
DEVELOPMENT SERVICES

POD HR & TRAINING

# Introduction

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If you're considering developing leadership within your business, you may have noticed that there are thousands of solutions out there. Knowing which solution is best can be incredibly difficult.

This eBook will guide you through the factors to consider when choosing the right leadership development solution for you and your business. We'll provide you with the information you need to make a fully informed decision, as well as giving you an insight into what leadership development solutions we can provide.



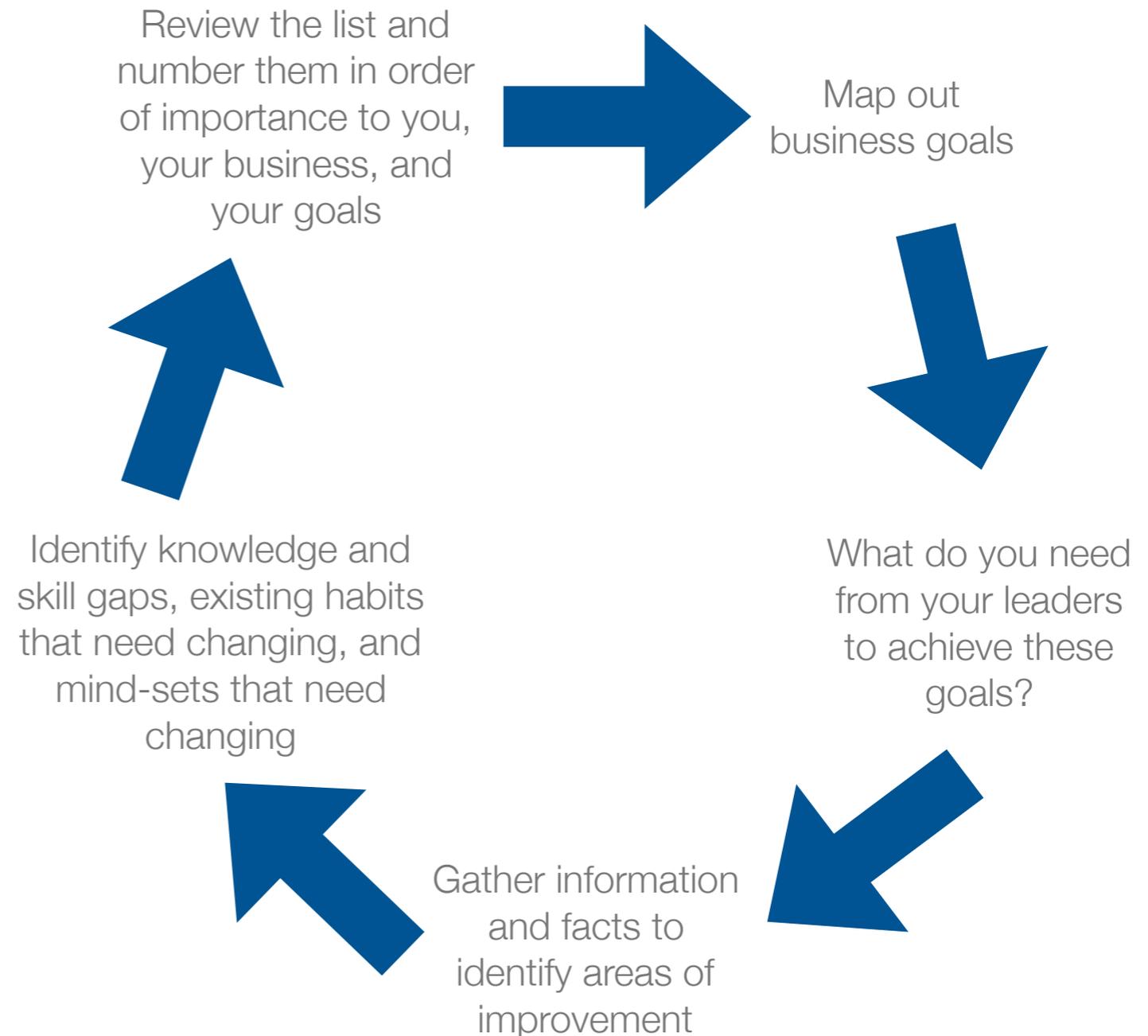
# How to choose the right leadership development solution - An Internal Assessment.

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Use the diagram to the right to get an idea of what you need out of your leaders to see your business succeed.

There are several sources of information you can use to establish skill gaps. These include; key performance indicators, employee surveys and feedback, % of objectives met through formal performance reviews, customer satisfaction levels, staff retention figures, and contribution per head. When you consider all of these, you can identify exactly where you need to make improvements.

Only once you fully understand where you want to be will you be able to know what solutions are right for you.



# The most popular leadership development services

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**Performance Management Skills** - How to drive, monitor and develop performance. This is one of the most vital aspects of leadership.

**Goal Setting** - How to align individual goals with company goals and set people up to achieve and exceed expectations.

**Communication** - Virtually every aspect of leadership can be improved by being a better communicator. That's why so many clients tend to start with improving how their leaders communicate with their people.

This can include adapting to different communication styles, using empowering language, influencing through language and body language, presence and energy and the messages that are communicated, self-awareness of behaviour to improve communication, and very importantly the ability to question effectively and listen well.

When you ask the right questions, you can identify the triggers that enable you to steer people to desired results.

**How to conduct 121s** - And how to get the most out of them

**Motivating and empowering people** - Get your employees working at optimum level and a consistent level of productivity.

**How to train, coach, and mentor** - If only it was as easy as telling someone to do something and they just do it! In the business world today, leaders need to be development experts and take responsibility for up skilling their team. By coaching your leaders, you're also developing your team.

**Other services:** How to conduct a new starter induction, recruitment, on boarding new starters effectively, how to delegate effectively, how to build cohesive and high performing teams, conflict resolutions, employment law, decision making, problem solving, holding meetings and presenting, enhancing team and company culture.



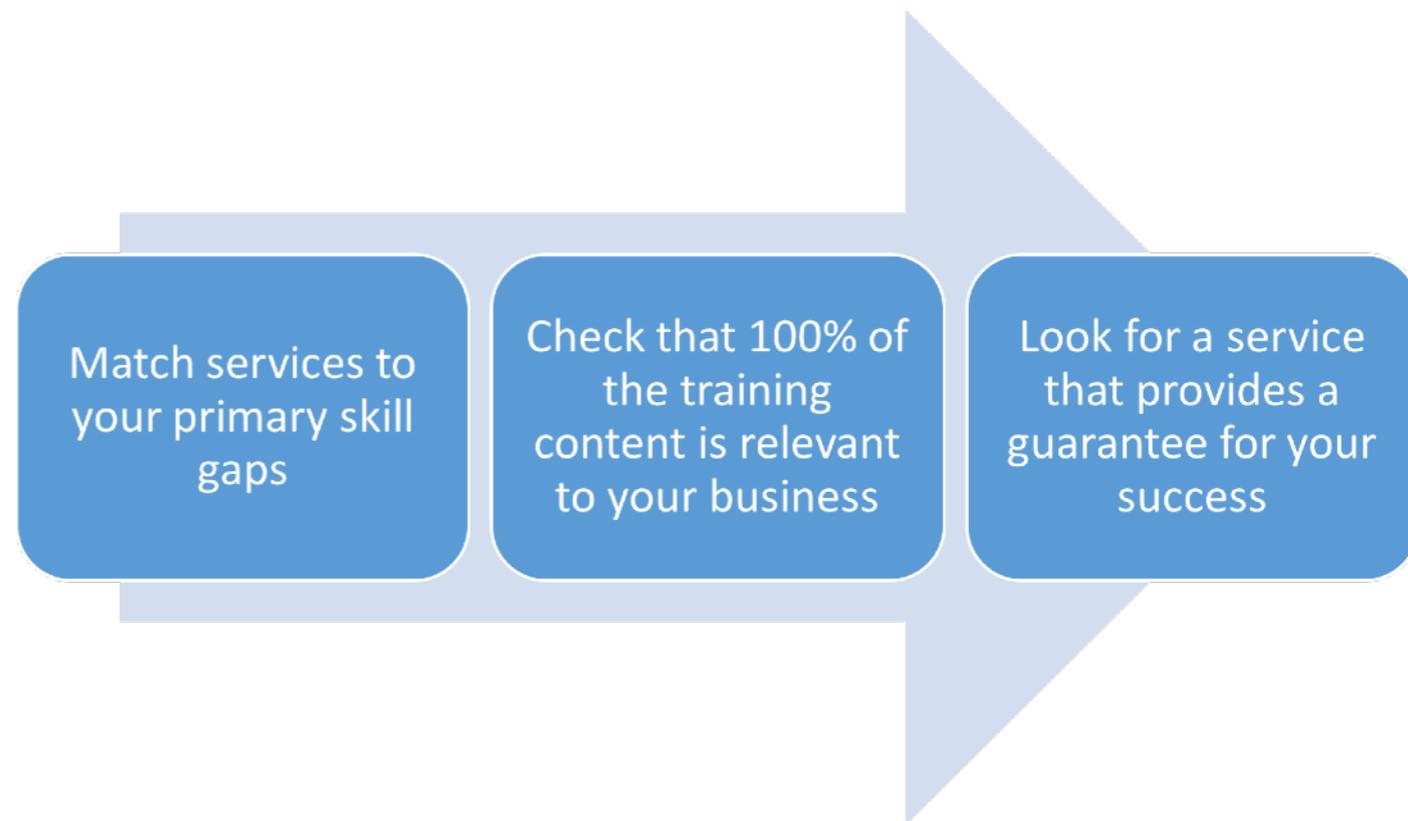
# How to choose the right leadership development provider

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Once you've figured out your skill gaps, you need to find training providers which can help you fill these gaps.

I would always recommend you go with a bespoke solution. It may be more expensive up front, but by choosing a solution which fits your needs 100% your return on investment will be significantly higher.

Make sure you have some sort of guarantee attached to your training. This could be a money back guarantee, or a results based guarantee where they'll continue work until you've reached the goals set out at the beginning of the training.



# Why choose POD?

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We don't believe in tooting our own horn. At the end of the day, it's not for us to say if you should choose us or not. Ultimately, it's a huge decision to invest in leadership development and we appreciate that only you can decide if what we offer matches your needs.

That said, we want to provide you with the information you need to empower you to make the right choice for your business.

According to customer feedback, there are 4 main reasons why people choose to work with us:

1. Everything we do is designed around your business goals (your aims are our aims).
2. We have the qualifications and accreditations to back up our services and claims.
3. Whilst others develop skills, we also develop mindsets. By developing the right mind-sets in your leadership team, your possibilities are limitless.
4. The POD Promise (see more on that later)



# The POD HR & Training Process

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Firstly, we provide you with a free consultation. This will consist of a 30-45 minute phone call to discuss what you want to achieve from the training.

Your needs will be assessed and a development plan will be created. This will describe all of the different solutions we believe you'll need in order to reach your training goals, as well as provide a price quote. Once everything has been agreed upon, we book a date for us to come in.

We'll personally come to your business and deliver the training over a series of hours, days, or weeks (depending on the amount of training needed). This may involve group training, 121 coaching, or workshops, or all three. This will depend on the most effective method of delivery for your needs and will be agreed upon in the assessment stage.





# What to expect from your FREE consultation with us

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Unlike many other training consultancies, we don't believe we should charge you for our time unless we know we're adding value to your business. That's why we offer a free consultation to discuss your needs before we proceed.

Our values (**TRANSFORM** - see the full list here) embody everything that we do at POD. Here are just three that are always on the forefront of our work:

- **Truthful** - We will only give promises and offer services that we know we can deliver. We'll always be transparent and upfront about what we can offer you, including directing you to someone else if we believe we can't help you during the consultation. We only want to win business when we know we can make a difference.
- **Return On Investment** - During your free consultation, we'll be assessing how much value we can add. We'll be looking for ways to measure our contribution and making sure that you're **GUARANTEED** to achieve a great ROI. In our world, this is not just a term to use, it's what our services are built on.
- **Master** - We believe that any development solution should be designed to make you a master at what you do. So, if the skills you want to develop do not fall within our expertise, we'll tell you. When we are a match for you, we'll share knowledge willingly and limitlessly for you to get maximum progression for every minute you spend with us.



The free consultation has a few fundamental pillars that support the success of your journey with us. These are:

- Establishing your short, medium, and long term aims
- Establishing what's important to you and why.
- Finding out about your existing challenges.
- Discussing how we can help with your specific needs and how your leadership journey with us would work.
- Discussing what life would be like post development, what you can expect to see, hear, and feel in your business.
- Discussing what difference you can expect to your bottom line.
- Providing 1 free actionable tip that will give you results (regardless of whether you then go on to work with us or not)
- Giving you details around our service guarantees and expectations.

We make sure all of our free consultations cover these fundamental steps to empower you to make confident and well informed decisions about your leadership development solution. **Our free consultation has ZERO OBLIGATION attached to it.** It's entirely your choice whether you think we're right for you, and we won't continue to contact you if you decide against our solution. The power is entirely in your hands!

# What to expect from your 'Needs Assessment'

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Once you've made the decision to start your journey with POD HR & Training, we go through the process of a 'Needs Assessment'. We don't like to just jump in, offering an off the shelf solution.

Why would we offer an off the shelf solution, and maybe improve your results by 20%, when you can get a completely bespoke solution and improve your results by 100%?

We've been told we take 'bespoke' to a whole new level. That's because we're completely committed to empowering you and your employees so you can see immediate improvements.

To make that happen, we'll work directly with you to assess the needs of your business. We'll agree priorities that will most benefit you and your business.

## **We will learn about:**

- Your culture
- Your business plans
- Your employee feedback
- Your customer feedback
- Your performance management processes
- How you engage and motivate employees
- Where you are vs where you want to be
- People challenges you are facing
- Analysis of cost and implications of current challenges



These discussions will enable us to design an incredible leadership development journey tailor made for you and your business that fits into your budget. Only once we know exactly what you need will we launch into action. It's our job to protect your investment and make sure you get the most out of your leadership and we don't take that job lightly.

# Have you experienced any of these?

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**An under performer that you're thinking might need to go, but you've invested a lot in them from recruiting and training costs that you're keen to find an alternative?**

*We'll get them improving their results within 1 month - guaranteed! If not, we'll come back free of charge to offer further development under the POD Promise (see more in a couple pages!)*

**Employees that are frustrated and negative to the point that it's having an impact on their productivity?**

*We'll develop you with the tools and knowledge to eliminate at least 95% of negativity, and develop winning mind-sets in your business.*

**Employees giving less than their best and you want to get more out of them?**

*We'll help you engage them and get them giving 110% to your business.*

**Wishing your employees would do things differently, but you're not sure if you can change them?**

*We'll be giving you the tools and skills proven to facilitate change and empower you to grow a united and high performing team.*

Whatever your situation or leadership stage, we can assist you with the journey. We'll adapt to you to deliver exactly what you need, and more. We can provide solutions based on your level of leadership, including aspiring leaders, new leaders, established leaders, and senior and executive level leaders.



# How will leadership development with POD help you?

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Once we've built up a full picture of what's right for your specific needs, you can pick from our training, coaching and development solutions. Although we cover every aspect of leadership development, here are our key solutions.

- Creating a vision and culture and getting buy-in from your employees
- How to empower your employees for maximum success
- Developing mind-sets at work and eliminating negativity
- Communication that results in benefit from every interaction
- How to build the best people strategy
- Delivering feedback that facilitates growth and improvement
- Effective delegation
- Persuasive leadership skills
- Conflict resolution
- Awareness techniques and self-leadership
- Planning and analysis
- Relationship building
- Change management
- Goal setting that leads to achievement and growth
- Preventing and addressing underperformance
- Developing a coaching culture and how to coach effectively to see guaranteed improvements
- Rapport building for leaders to build unrivalled relationships with employees
- How to engage and motivate employees to optimise performance
- Neuro Linguistic Programming for leaders
- The difference between leadership and management
- How to induct new employees and get maximum success in the first 6 months
- How to lead inspirational and efficient 121s that guarantee growth and achievement
- Questioning techniques to get to the root cause of performance issues
- Performance management strategy and process, building high performing teams

# The POD Promise - Our Service Guarantee

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It's so difficult these days to know whether you're going to get what you've paid for. There's so many great (and some not so great) companies that provide business solutions, but how do you know if you haven't experienced them?

At POD HR & Training, we believe that we should be accountable for the results we promise you. You're paying for a service to improve your business, so it's only fair that your return on investment is guaranteed.

## **So, our promise to you is;**

If you do not see an improvement after our training solution, we will offer further services free of charge to make it happen.

Realistically, this could not be commercially viable for us to do too often. So, it's safe to say we're pretty confident that you're going to be reaching your goals first time around.



# Frequently Asked Questions

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## **What will it cost?**

Most pricing is tailored to your needs after the consultation process is complete. However, you can [get a guide from the pricing on our website here.](#)

## **Do I have to pay for the needs assessment?**

Yes, the free consultation is your opportunity to see if we are right for you. Once you've decided you want to work with us, we will start creating the perfect solution for your business. This starts with a needs assessment. It's an integral part of the process and will be factored into the price.

## **Can I get some further information to know if this is right for my business?**

Of course! We know that it's a huge decision to trust an external consultant to assist in developing your business results. It may take some time for you to get a feel for how we work. You can find several free resources in our [learning centre which you can access here.](#)

If you're interested in getting some free advice, [sign up to our weekly tips newsletter in the sidebar of our learning centre](#) where you'll get actionable tips and free knowledge on leadership and business.

# What's next?

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If you want to start your journey to reaching your business goals, get in contact with us today for your FREE consultation.

You can contact us via our website [www.podhr.co.uk/contact-us](http://www.podhr.co.uk/contact-us)

By email on: [contact@podhr.co.uk](mailto:contact@podhr.co.uk)

Or via one of our social media profiles by following the links below.

