

Problem solving for leaders in an interconnected world

Collaborative leadership challenges

The more we work with senior leaders in organisations across a range sectors, the more consistent the messages become. They tell us they typically face three sets of overlapping challenges:

- **delivering change** – often across a complex landscape of different business units and multiple external partners
- **building the right organisation** – establishing the right governance, structures and mix of skills to manage the change and achieve their future business goals
- **managing relationships** – getting the most from their top team, reaching out to stakeholders, and constructively handling the inevitable conflicts that occur along the way.

What we do

We help leaders to respond to these challenges. We use our considerable experience to ensure that leaders find practical solutions to their business problems in what is a complex and increasingly interconnected world. This might mean mentoring senior individuals, being asked to facilitate key meetings and the work of diverse groups to enable them to reach decisions and make progress, or providing expert advice on organisational design and development in times of change. Specifically our clients ask us for:

Mentoring for leaders

- Development of collaborative leadership capability through; practical on the job support, 1-to-1 mentoring, 360° feedback and other tools from the Socia collaborative leadership toolkit
- Hands on support for leaders to ensure that structures, objectives and performance management systems meet their needs
- Help for leaders to manage long term relationships with their most important stakeholders

Group Facilitation

- Active facilitation for top teams to; ensure timely decision making, build capability and to help keep people aligned
- Help in bringing together multi-party groups to create and manage joint change plans
- Mediation services in times of conflict to enable all parties to make progress and to learn the lessons for the future

Organisational advice

- Board evaluations to ensure that the Board priorities, capabilities, behaviours and management of risk deliver what is needed by the business
- Analysis of roles and responsibilities and definition of accountabilities across organisational divisions to keep individuals focussed on the right priorities
- Organisational culture assessments using our analytical tools to build understanding of the impact of one culture on another



Benefits of our approach

Every project is different and we will always tailor what we do to meet the needs of the situation, but whatever their circumstances leaders say the benefits that they get from working with Socia are:

- **increased capability** – to handle all the challenges that are thrown at them
- **increased speed** – of analysis, collective decision making and action
- **increased capacity** – to manage performance, tackle new initiatives and ultimately to deliver results.