

Enabling people to achieve individual & corporate excellence

# Allen Partnership Limited



**Challenging ~ Transforming &  
releasing human potential**

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# Challenging Transform & Releasing Latent Potential



**"If the blind lead the blind,  
both shall fall in the ditch."**

In order to accomplish business growth and excellence we ensure that your people can deliver improved business performance by providing training and development solutions, psychometric profiling and coaching to individuals and teams to enhance their performance.

#### **Features of our approach:**

No two interventions are the same. None of our interventions are 'off the shelf' because every client has differing needs and operates in their own unique environment.

Our bespoke solutions create a **"want to"** rather than a **"have to"** attitude to work and are available through tailored group workshops and one-to-one coaching sessions. We focus on how individuals and leaders can instil a positive way of working within their organisation with practical advice, tools & techniques.

Our aim is to work in partnership with you developing and delivering innovative solutions that impact on business and individual performance.



### Allen Partnership offers you:

- a service that takes your problems and turns them into solutions
- a service that results in a significantly more effective workforce
- a service that leads to a better performing organisation

Allen Partnership specialises in the following areas.

- **Management and Team Leader Development**
- **Personality Profiling**
- **Leadership & Management Awards (ILM)**
- **Human Resource Guidance & Training**
- **Team Development**
- **Personal Effectiveness**
- **Change Management**



## Management / Leadership & Team Leader Development



People buy into the leader before they buy into the vision. John Maxwell



The role of management is complex and in today's environment, it is essential to have in your possession a toolbox that contains a variety of techniques. We have developed and delivered a wide range of performance workshops and 1-2-1 coaching sessions for our clients which aid today's managers, leaders or team leaders.

Allen Partnership is fortunate to employ a leadership trainer who has developed thousands of leaders from around the UK and across the world.

Sample of our programme ~ further details on request.

- Leadership Coaching (1-2-1 impact coaching)
- Impact Leadership (based on DiSC dimensions of behaviour tool)
- The Inspirational Leader ~ a ground breaking module based programme (also offer this as an ILM Award)
- A variety of Bite Sized modules for busy manager & leaders
- SteppingStones to Effective Coaching (ILM Award)
- SteppingStones to Effective Mentoring
- The Relational Leader
- Influencing Skills (Personal effectiveness)
- Impact & Presence (motivational & confidence building)
- Train the Trainer
- Team Building



## PERSONALITY PROFILING



"The most important single ingredient in the formula of success is knowing how to get along with people." ~ Theodore Roosevelt

Allen Partnership uses the DISC Dimensions of Behavior profiling tool to help you understand people enabling you to authenticate and support the decision making process about people, their behaviours and development opportunities.

### Clients that have used personality profiling:



- To improve recruitment process
- To improve staff development
- To improve management of people
- To train staff and improve staff retention
- As a basis for either 1-2-1 or group leadership training

The foremost strength of this tool lies in its ability for managers to understand their people to manage them more effectively. It is used to identify people's working strengths, their behavioural limitations and is a proven aid to help sharpen managerial interpersonal and communication skills and styles.

### The payback for your investment

- Improves managements interpersonal & communication skills
- Improves individual and team development
- Improves the day to day management of people

Business success lies with people, understanding their behaviour and how to manage them more effectively is key to your organisations success.

## Institute of Leadership & Management Awards (ILM)



### Endorsed Award:

**The Inspirational Leader ~ innovative modular based programme one company saved over £65k in operational costs.**

5 day modular programme covering

Leadership & communications

Personal effectiveness & creative thinking

Influencing & managing change

Building high performance teams & coaching

Time management & problem solving

### Development Awards:

#### **Achieving individual & corporate excellence**

3 day modular programme covering

Creativity & innovation

Communication & influencing

Develop others to achieve results

#### **SteppingStones Leadership Award**

2 day programme full of practical tools and techniques four modules include:

Leadership ~ Communications

Influencing & Building effective team

cont ..

#### **SteppingStones to Effective Coaching**

2 day programme full of tools and techniques to embed coaching within organisations.

Coaching Circle & applications

Communication & influencing (NLP)

Red Flag moments how to deal with them

GROW model  
practical applications

#### **The Art of Leadership**

3 day modular programme covering

Self awareness & communications

Turning vision into action and delivering the vision

Developing solutions and building the team



## Human Resource Advice, Guidance & Training



Allen Partnership is fortunate to employ a HR and people specialist trainer who has worked as a Regional HR specialist for a global retail company and developed many people across the UK

Allen Partnership offers you a hands-on, friendly and professional approach to dealing with all of your HR needs.

**We offer a range of consultancy or training solutions:**

### Consultancy solutions

Drawing up contracts of employment, induction / probation period process or company/staff handbook

Designing a performance review/ appraisal systems and personnel policies and procedures

Writing disciplinary and grievance procedures, advising throughout a given situation

Redundancy advice & guidance

### Training solutions

Conducting effective appraisals

Essentials of employment law

Employment law for non HR staff

Managing redundancy effectively

Effective interviewing skills

**Recruitment & Selection** we offer a specialist service aimed at helping you to recruit the right person. Real success can only be achieved if we find the individual whose skills and personality profile. are a perfect fit to your needs.



## Team Development



Without team work to boat will sink! Anon



**Allen Partnership** excels in our unique approach to team building, offering a range of programmes that assist team development and help leaders to influence people towards the achievement of goals or objectives.

ILM Team Member Development Programme

Personality profiling tool to identify team cohesion

SteppingStones to Effective Teams

Lessons from nature a unique team development programme

## Personal Effectiveness Skills

Confront your short falls and push your personal boundaries:



Walk Act & Think Confidently  
Communication skills  
Assertiveness Behavioural skills  
Interpersonal and Communication skills  
Confidence Building  
Impact & Presence  
Developing Personal Effectiveness  
Be Who You Can Be



## Change Management



Most people will have an immediate negative thought when change is mentioned. once this happens our minds are 'engraved' with negative thinking, our chances of leading effective change diminish. ~ Michael Allen

**Businesses** often recognise the challenge of getting people to change shortly after implementation has started.

Managers today need to know how to implement change. More often it is not viewed as a core competence for manager resulting in around 60% of change programme failing.

Most change fails not because of processes its simply that the people factor has not been fully analysed and understood and resistance reigns.

**Allen Partnership** offers a range of customised training and consultancy solutions to meet your needs that will ensure sustainability.

**We specialise in customising all our services and use a variety of tools to assist the change process e.g.**

John Kotter's 8 steps for leading change

Personality profiling for individual and team analysis

A customised leadership 360 tool covering 43 indicators.

Using key learning points from Who moved My Cheese & Help our Iceberg is melting



"By noticing small changes early helps you to deal with bigger changes later."



# Allen Partnership Limited

We would welcome talking to you about your organisation and its challenges.

Allen Partnership does not believe in the 'hard sell' approach, we find an exploratory discussion is often the best approach.

Your call will be dealt with confidentially, no strings, no obligations and we can both decide whether we take the next step and work together.

## Contact Details

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