



GRYFFINDOR

Gryffindor, magic, passion, fun, health, wellbeing, knowing, understanding, freedom, excelling, teamwork, **Gryffindor**, adventure, confidence, magic, communication, motivation, learning, achievement, creativity, capability, strategy, change, **Gryffindor**, magic, passion, fun, health, wellbeing, knowing, understanding, freedom, excelling, teamwork, **Gryffindor**, adventure, confidence, magic, communication, motivation, learning, achievement, creativity, capability

RELEASING THE MAGIC IN
INDIVIDUALS, TEAMS & ORGANISATIONS



GRYFFINDOR

WELCOME TO GRYFFINDOR

Gryffindor is a refreshing, exciting and proven management development consultancy. Founded to release the magic in individuals, teams and organisations.

CREATING A CULTURE OF PERFORMANCE

Success in business no longer comes from the sole use of directional leadership, working in hierarchical silos ensuring direction and solutions come from the top. Modern business only survives when decision making, ownership and accountability exists at every level of the organisation. When people find their own solutions to the new challenges and demands customers make. There is no longer any time to dwell on solutions; individuals must be fleet of foot and proactive in delivering customer's requirements.

This means every individual in the organisation must feel responsible and accountable and above all have the permission to make decisions and deliver results. Managers and leaders must use all their skills to provide clarity of direction for their teams allowing them to find and own the solutions.

Gryffindor works in partnership with companies in all aspects of Strategic, Leadership and Organisational Development.

Our work involves:

- Strategy & Change
- Leadership
- Executive Coaching
- Team Building & Team Development

Most solutions are blended from two or more disciplines, all aim to add value and create insight.

OUR APPROACH

This is what we bring to all our assignments:

- An up-front investment to understand a business' aspirations, current position, desired culture and context for change
- Experienced, approachable people with a can-do spirit who listen before they recommend
- Genuine partnership with clients - sharing experience, sharing methodology, transferring learning - not building dependency
- Innovative - yet practical - techniques that offer new ways with old issues
- Interventions that are bespoke, that genuinely make a difference to our clients, their teams and their customers
- Professionalism & experience - a dedicated team of business consultants who have proven track records in some of the UK's largest blue-chip multi-nationals

STRIKING THOUGHTS

"Good is the enemy of excellence. Leadership is the challenge to be something more than average"

JIM ROHN

RELEASING THE MAGIC IN INDIVIDUALS, TEAMS & ORGANISATIONS

OUR SERVICES

We are a team of development specialists with complimentary capabilities providing leading edge, value delivering and 'performance driving' leadership and management development for our clients.

STRATEGY & CHANGE

We are a team of development specialists with complimentary capabilities providing leading edge, value delivering and 'performance driving' leadership and management development for our clients.

Outcomes

- Better understanding of business perspectives
- Comprehensive & flexible strategic management process
- Corporate plan focused on key stakeholder objectives
- Established Objectives with Key Performance Indicators

LEADERSHIP

The Gryffindor approach to leadership development starts by establishing where an organisation's leadership team are effective and where they are less effective as leaders. This is explored at an individual and team level. Once this is established then development of an appropriate programme can be developed that meets the needs of the organisation and individual members of the team.

EXECUTIVE COACHING

Executive coaching has become a valued approach for the retention and development of key Individuals. It is particularly useful for supporting senior executives who have specific development needs and busy schedules. At Gryffindor our coaching solutions are designed around individual and organisational objectives and are effective, focused and flexible. The Gryffindor coaching process provides a high quality, robust coaching framework to develop an individual's potential supported by the commercial insight and experience our coaches have to share. Combined, this is a powerful combination for success.

TEAM BUILDING & TEAM DEVELOPMENT

At Gryffindor we provide facilitated programs for real teams in real time to improve their performance now and in the future. This might be for the delivery of sustained performance improvement or through Team Events to develop team spirit and helping to set up new teams for success. This can include outdoor development events and specialist CSR programmes focussed on giving something back to the local community.

STRIKING THOUGHTS

"The faster the world changes around us, the further behind we fall by just standing still. If the rate of external change exceeds our rate of internal growth, just as the day follows night, we will surely be changed."

JIM CLEMMER

OUR UNIQUE COMBINATION OF SUPPORT

G-INSIGHT

We have a number of development or assessment psychometrics available to give individual and teams valuable insight as part of their on-going development.

Our psychometrics include:

• **Lumina Spark**

Lumina Spark is the next generation of professional development tools supporting individuals, teams and organisations to work more effectively and improve the bottom line. It is unique amongst psychometric tools because it avoids any stereotyping. It provides a highly interactive colourful framework for better self-understanding and helps people identify how to improve their working relationships with others. By applying the Lumina Spark model, learners unlock multiple business benefits.

• **iOpener People and Performance Diagnostic**

The iOpener People and Performance Questionnaire (iPPQ) is to help you understand what influences your performance at work. The Questionnaire focusses on the five components of Contribution, Conviction, Culture, Commitment and Confidence which are key to your happiness at work. The same Diagnostic can be applied to whole Teams.

• **EQi & EQ360**

Emotional Intelligence (EI) is a set of life skills that are central in helping people to be high achievers at work and in their personal lives. The EQ-I consists of 133 items and takes approximately 30 minutes to complete. It is based on the most comprehensive theory of emotional intelligence to date and renders an overall EQ score as well as scores for the following 5 composite scales of Intrapersonal, Interpersonal, Adaptability, Stress Management and General Mood Scales. The EQ360 is an additional tool which enables individuals to gain more awareness of how a person appears to others working in a 360-degree relationship around them.

• **Personal Effectiveness Profile (PEP)**

The Personal Effectiveness Profile (PEP) analyses an individual's behaviour, rational and emotional intelligence and its impact on effectiveness, potential, change and coping with pressure. It specifically focuses on:

- Personal Behaviour and Communication Style
- Personal Adaptability/Effectiveness
- Mental Toughness
- Emotional Intelligence
- The foundations of Leadership and Management

It can be used as a selection or development tool.

Other diagnostics in this suite include the **Sales Effectiveness Profile (SEP)** which measures Sales and Customer Service Effectiveness plus **Performance Coaching Inventory (PCI)** a measure of an individual's coaching skills effectiveness to create and sustain high levels of performance.

• **Insights Discovery Profile**

Insights Discovery uses a simple and accessible four colour model to understand an individual's unique preferences. It measures these preferences based on responses to a short questionnaire. One of the outputs is a 20 page personality profile, which identifies an individual's strengths and areas for development.

Insights Discovery has its roots in the work of Swiss psychologist Carl Jung. It is continually validated and refined by research to ensure it is always accurate and deeply insightful.

At Gryffindor we use the profiler for both teams and individuals, and underpin everything from one-to-one coaching to team development and improved sales and leadership skills, the possibilities are endless.

For a free trial of any of these psychometrics including a personal confidential report and coaching session with one of our accredited coaches simply email enquiries@gryffindor-ltd.co.uk

STRIKING THOUGHTS

"Leadership is influence. It is the ability to obtain followers. When the leader lacks confidence, the followers have no commitment. A leader is great not because of his power, but because of his ability to empower others"

JOHN MAXWELL

GRYFFINDOR'S 360 MANAGEMENT AND LEADERSHIP QUESTIONNAIRE

Our 360 degree feedback questionnaire is based on 10 management and leadership capabilities that are seen to be essential to business leaders. The system aims to: identify an individual's strengths and development needs as perceived by themselves and their colleagues; allow targeted management development and improved performance; encourage managers to take responsibility for their own performance; demonstrate the importance of their colleagues' views; improve communication and teamwork. 360 degree feedback provides a structured framework in which bosses, peers and direct reports comment and give valuable insight into perceptions of a manager's performance. The benefits of this tool include consistent analysis, anonymous presentation of results allowing honest assessment, and the clear identification of areas for improvement. This allows the manager to construct a focused personalised development plan.

For a free trial of any of these psychometrics including a personal confidential report and coaching session with one of our accredited coaches simply email enquiries@gryffindor-ltd.co.uk

G-ONLINE

Coaching and on-line support for six months following completion of any of our client programmes.

G-RESOURCE LIBRARY

A dedicated web resource containing training materials and development guides. All participants can access this resource 24/7. We also host regular webinars for our clients to attend.

G-SUPPORT

In support of all our participants on our programmes we provide regular email communication providing additional and complimentary information, insights and guidance to help reinforce the transference of learning in the workplace.

SOME STATISTICS ...

- According to the Institute for Strategic Change, the "stock price of 'well-led' companies grew by over 900% over 10 years, compared with 74% for poorly led companies".
- In research with Harvard Business School, executive search consultants Odgers, Ray & Berndtson found that the quality of leadership accounts for some 15-20% of the total variance in companies' performance.
- Ineffective leadership was found to be the cause for the removal of CEOs in 73% of cases, exceeded only by financial or ethical malpractice and mental or physical incapacity.

STRIKING THOUGHTS

"The goal of coaching is the goal of good management: to make the most of an organization's valuable resources."

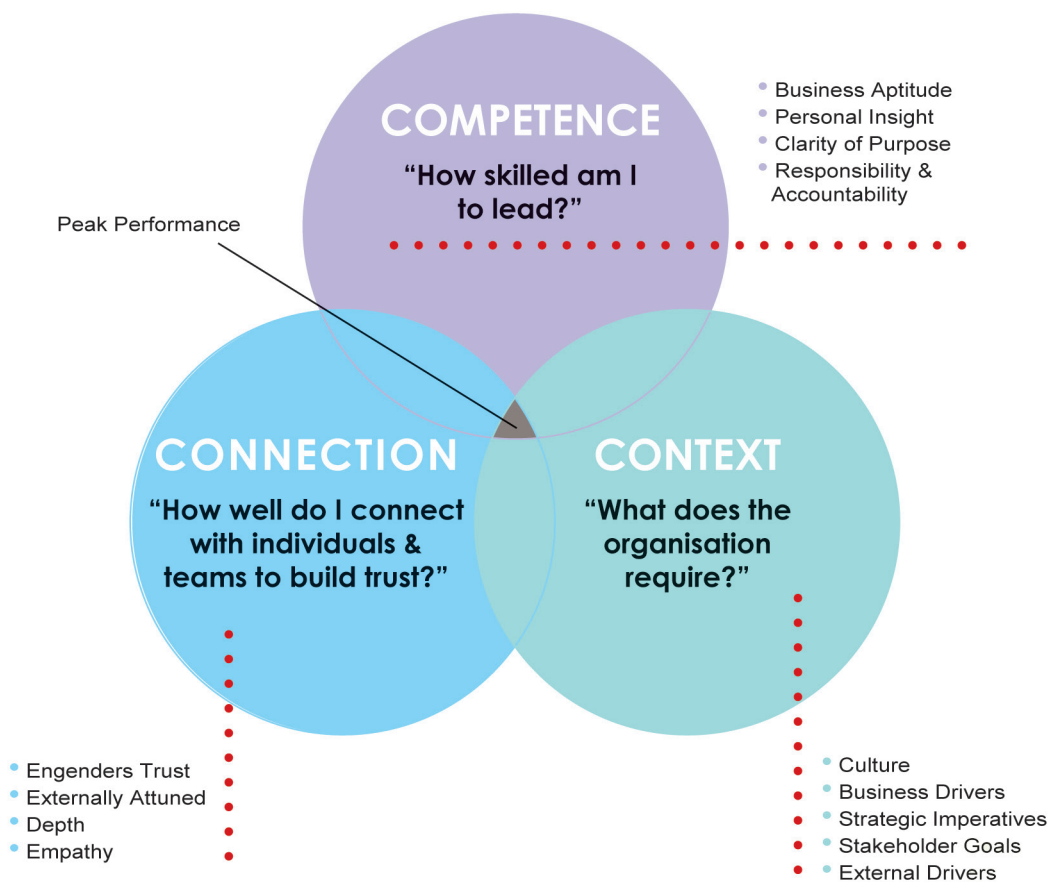
HARVARD BUSINESS REVIEW

OUR DEVELOPMENT PHILOSOPHY

At Gryffindor we have a specific philosophy in our approach to people development. It is a holistic approach which considers the **CONTEXT** – the culture, business drivers, strategy and operational priorities the client business faces. The **CONNECTIONS** - leaders and managers need to make to succeed and the **COMPETENCE** – skills and knowledge required in the organisation

Once this is identified we develop a bespoke learning and development intervention so all participants are stretched, challenged and motivated to develop new ways of working. We have a highly individual approach to people development; there are no fixed packages, systems and formulae forced to fit your organisation's culture and situation but rather pragmatic solutions developed from an understanding of your business goals, your current situation and the culture you want to develop.

Gryffindor Development Model



STRIKING THOUGHTS

“The growth and development of people is the highest calling of leadership”

HARVEY S. FIRESTONE

OUR CLIENTS

We are proud to have worked with all our clients and been trusted to help them build and develop the management capability within their business. Our mission is to build relationships with clients of long term reciprocal value ensuring we leave a legacy of skills and knowledge in the individuals and teams we work with.

We work across all industry sectors in businesses ranging from small owner managed companies and SME's to national and international 'blue-chips' anywhere in the world.

We have particular expertise in family businesses, having unique insight and experience into the specific challenges family businesses face.

If you would like to know more about the work we have undertaken with our clients, or are interested in how we may be able to work with you, please contact us.

GRYFFINDOR CLIENTS

- Starbucks
- Charles Wells Pub Company
- John Bull Pub Company (France)
- Mid Bedfordshire Council
- Colchester Borough Council
- Ford Retail
- Wells and Young's Brewing Company Ltd
- Volvo Trucks (North America)
- European Independent Procurement Company - (Subway)
- Muntons Plc
- Burhill Golf and Leisure
- St. Austell Brewery

ABOUT THE FOUNDER

After a 17 year career in senior roles as HR Director with Whitbread plc, TGI Fridays, Hilton Hotels and PepsiCo, Andrew founded Gryffindor in 2003. Andrew is an accredited executive coach with the International Coaching Federation (ICF) and European Mentoring and Coaching Council (EMCC) with a proven track record of achieving exceptional results with individual executives and management.

Andrew specialises in Leadership and Coaching plus Executive team development at the highest level, working with Chief Executive's and their teams to maximise their performance and wellbeing. A lover, of the outdoors and endurance events Andrew also leads teams through bespoke outdoor development experiences on land and water.

STRIKING THOUGHTS

"Become what you think. – What you HABITUALLY THINK largely determines what you will ultimately become."

BRUCE LEE



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