

## 100% Team Development & Motivation.

### Key impact areas:-

- Teamwork
- Performance
- Motivation
- Awareness
- Communication
- Leadership
- Productivity



### Why you?

*Did you know 'over 60% of UK employees are disengaged at work'? Fact: 'engaged employees perform better than others' (CIPD 2006)*

*Are you looking for a unique and inspirational talent engagement programme to deliver bottom line results?*

*What is the cost or risk to you right now of not having a fully aligned and motivated team who do not feel rewarded at work?*

### What do you get?

All great teams are 'cause' driven. We deliver facilitated strategic direction on how your team moves forward in terms of People, Products and Performance:-

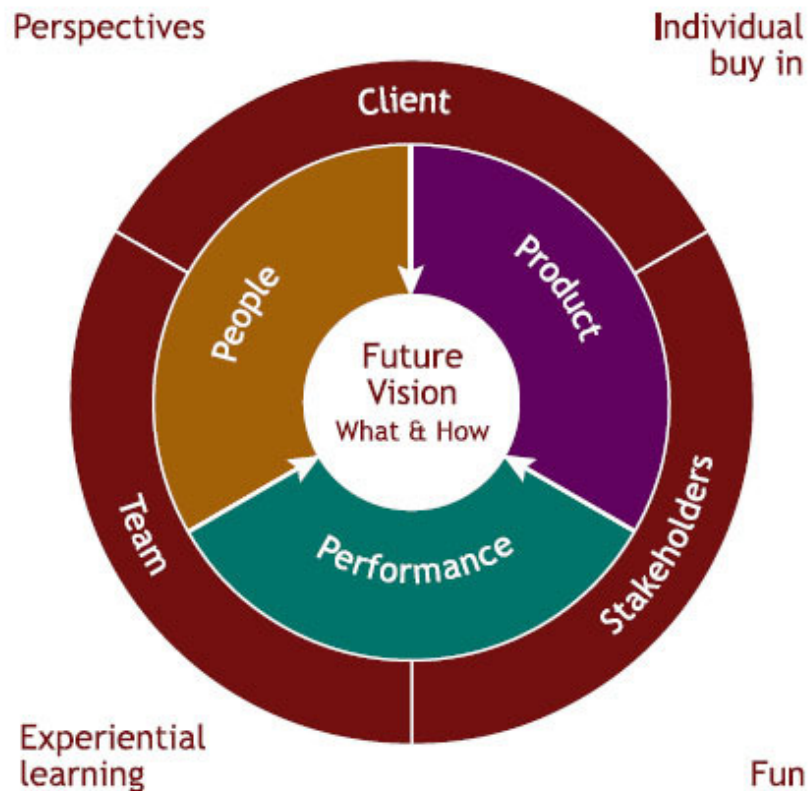
- ✓ tailored package based on your budget and needs
- ✓ measured against bottom line targets
- ✓ fun, interactive AND value-added
- ✓ inspired experiential learning & development workshops
- ✓ individual & organisational awareness
- ✓ consolidated action plan
- ✓ longer term evaluation and follow up against agreed targets

There is an old saying - which is now backed up by modern research:-  
*"I hear and I forget, I see and I remember, I do and I understand".*

## What do our programmes deliver?

### 1. Visioning for Success

We facilitate proactive workshops to envisage and plan real future success for your team centred around two key questions: *what will success look like and how will we achieve it?* Here is our workshop model driven by perspective and implemented by ownership:-



### 2. Team Engagement

**Emotional Intelligence (EQ) Profiling & Development:** we deliver a comprehensive profile for Emotional Intelligence competencies with strategies to build on strengths and improve development areas

**Know Your Key Performance Drivers:** we provide understanding to each of your team member's motivation; what do they need to receive and do you need to give to maximise productivity?

**Know Your Personality Profile:** gain detailed insight of each team member's behavioural styles to raise engagement and tailor effective communication.

### 3. Corporate Health Check

We deliver an organisational 360° feedback for leadership effectiveness and talent engagement, measuring factors identified to significantly contribute to organisational morale and overall success.

Our core programmes are ideal for a **variety of scenarios and challenges** including new teams coming together, teams with a new leader in place or teams seeking renewed direction and motivation.

## How do we deliver our programmes?

### By sea

Programmes are delivered in Hamble or St Tropez with the experiential learning built into fun sailing activities and tuition, supported by fully qualified instructors.



### By land

Programmes are delivered in the Holt Woods near Croydon. As with the sailing, they are about doing and understanding within a neutral and fun environment. The very nature of the 'crystal maze' type tasks stimulates learning that is relevant to each individual in a different way, thus benefiting everyone.



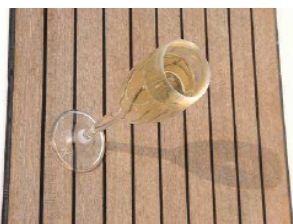
## Flexible solutions tailored to your team's needs:-

- Strategic facilitated workshops & experiential team building exercises
- Breaking down organisational 'silo' cultures
- Corporate reward days
- Celebrity inspirational speakers from the sailing community
- Sailing 'race training' for your company to participate in industry-specific regattas
- Facilitated offsite meetings tailored to your agenda

## Who are we?

Catalyst Coaching programmes are delivered by founder of Catalyst, Jonathan Hill, and Richard Bellars. Jonathan is a qualified executive coach, facilitator and Emotional Intelligence consultant, whose career spans 10 years Blue Chip industry experience working for both Coca-Cola and Red Bull UK. Richard is a qualified performance coach with 7 years of previous IT & Change Management experience, including Diageo, Hewlett-Packard, Lufthansa, Astra Zeneca.

Companies Catalyst has worked with includes Shell, BBC, Pfizer, Lexis Nexis, Welsh Assembly Government, Pembroke College Oxford.



### Don't just take our word for it...

*"Just like to say a big thank you to you guys personally for a truly fantastic event for my team. Feedback has been awesome and many Microsoft off-site veterans were indicating it was their best off-site yet!"*

Karl Noakes, Group Manager

SPM&G Microsoft



**Call us to learn more about which combination would best meet your organisation's leadership and performance needs, challenging you to develop new strategies and levels of thinking and working.**