



## Rapidly Growing Organisations

Companies progress through a series of maturing stages and transition from one to another invariably presents challenges and associated risks. Rapidly growing companies feel both the excitement and the pain and are in danger of:

- ✔ Losing sight of the vision of the company
- ✔ Diluting the culture that created the success
- ✔ Strained communication creating confusion and silos
- ✔ Leaders and managers fulfilling the role of the level below them
- ✔ Lack of capability and confidence

### We know because we've been there...

LeaderShape is an organisation of business leaders who know what it is like to run successful organisations. We know from experience what it feels like to be in the driving seat and we understand at first hand the issues of the rapidly growing company.

Elements of our approach might include:

- ✔ Strategic review
- ✔ Leadership audit
- ✔ Helping the Board and Senior Team to raise their game
- ✔ Support through individual coach – mentoring
- ✔ Leadership development
- ✔ Culture survey to identify the desired culture for the organisation of tomorrow
- ✔ Emotional Intelligence based behavioural selection and development
- ✔ Building a solid management team and organisational structure to include a robust succession planning strategy

Rapid growth presents exciting times for those that are engaged, are able to keep up, and feel that they are part of the success. Take nothing for granted – talk to LeaderShape.

### Leadership, culture and communications; vital ingredients for the rapidly growing organisation...

Organisations that build sustainable, successful futures put in place the right foundations. LeaderShape can help you benefit from:

- ✔ Leadership skills that create the climate to build a performance enhancing culture enabling the organisation to grow
- ✔ Greater engagement of those at all levels of the organisation
- ✔ Self-Development of capability and confidence throughout the organisation
- ✔ Succession planning for seamless future growth
- ✔ A cohesive vision of the future and an understanding for all of the roles they have to play in achieving it
- ✔ A fit for the future leadership capability that will last...

*"By challenging previous assumptions and helping us to move through some tough decisions LeaderShape has also had a big impact on the performance, profitability and sustainability of KGB Holdings."*

Kevan Brown – Non Executive Chairman KGB Holdings