

Are your Leaders:

- ***Capable of facing business challenges every day?***
- ***Critical thinkers, problem solvers, decision-makers and future focused?***
- ***Highly skilled communicators as well as leaders of people?***
- ***Aware of their strengths and maintain personal resilience?***

The development of a leaders' capability and competence is complicated; Such complex investment has to be targeted, focusing on emerging leaders with the potential of dealing with ambiguity, uncertainty and complexity. While they need to have personal resilience, they must be able to engage and enthuse others.

The Philosophy Foundation and The Development Partnership are working together to bring a unique solution to businesses - based on their successful and proven track record in identifying and developing high quality leaders.

This combination provides a winning formula for change, in both leader behaviour and the potential for improved results.



The
Philosophy
Foundation

&

development
partnership



“They invested a lot of time in understanding our organisation and our needs to ensure our development centres were 100% spot on. They were willing to adapt and be flexible and were a pleasure to work with.”

Growing your leaders

Identifying what it takes to develop your leaders' cognitive abilities to manage change and build your future business capability



A tailored development centre solution

that helps your organisation and your leaders identify their ability to think strategically, critically identify, analyse and investigate information, problems and situations and in doing so create development plans that enable them to create personal impact, communicate, motivate and manage others and bring about sustainable solutions to meet business future strategic goals.

Our development centres are based on philosophical enquiry. We evaluate cognitive abilities, including critical thinking, problem solving, analysis, divergent and convergent thinking. Our approach also provides an indicator of collaborative and communication skills that identify how well individuals express their ideas, build on others ideas, spot problems within a discussion, understand what others are saying and help others to do the same.

We will combine our knowledge gained from philosophical enquiry to your organisations' key behavioural competency framework. From this basis we design the development experience that delivers the complete process with skilled and professional facilitators and observers. The package includes tailored exercises and marking guides to personal development log books and feedback to participants with a professional coach. The outcomes focus on enhancing individual performance and improving organisational capability.

How Philosophical concepts add value in a business environment

Philosophical enquiries can help identify how leaders are nuanced and how they approach, define and understand a problem; the process enables us to differentiate those with these skills and those who have a tendency to black and white thinking.

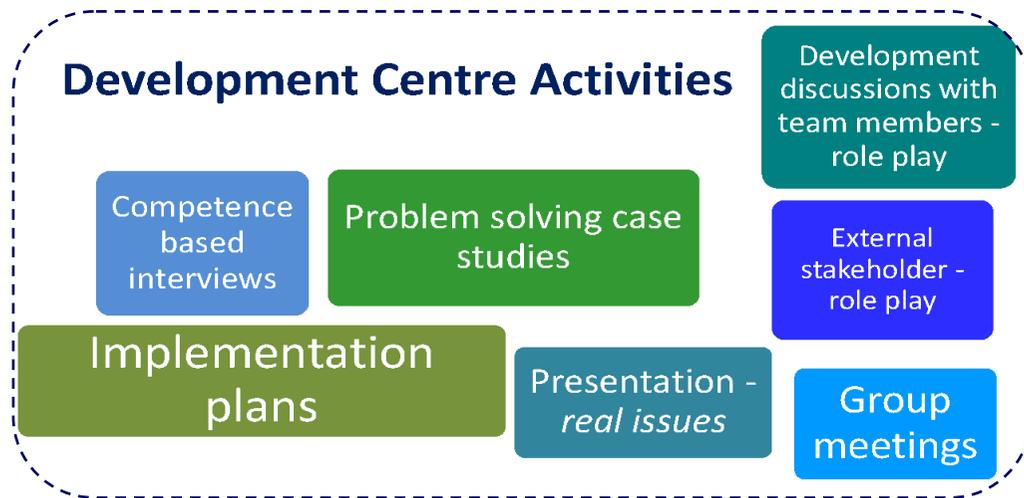
Our process highlights those leaders who think factually compared to leaders who are able to think conceptually and are able to understand hypothetical problems – skills critical for many areas of business including risk assessment, strategic planning and future-proofing.

Our techniques enable us to evaluate and differentiate between those leaders who respond well to arguments and those who respond well to people. A difference can also be seen between rational and emotive strengths of each participant.

We can also identify leaders who display resilience: by recognising leaders that are comfortable with inconclusiveness, able to deal with problems that arise, and able to flourish under stress.



Our approach offers a tailored development centre solution that enables your leaders to identify their ability to think strategically; identify, analyse and investigate information, problems and situations; and in doing so develop plans that enable them to create personal impact, communicate, motivate and manage others and build sustainable solutions to meet strategic goals.



....who are we?

The Philosophy Foundation

is an award winning educational charity raising aspirations and attainment through doing philosophy in schools, in the community, and in business - all part of our life-long learning initiative. The Philosophy Foundation are committed to bringing philosophy to the wider community as it can help to shape the way individuals think and live in the world. Learning to think clearly, develop collaborative thinking and improving communication are just some of the effects it has on individuals. The Foundation's work in business supports our work in schools.

The Development Partnership

was set up in March 1992 and has established a reputation for providing high quality human resources consultancy advice and leadership development. We work closely with people at all levels, including Board members, HR and L&D functions, to develop, implement and evaluate a wide range of strategic initiatives. Our approach is to work in partnership with client staff and to offer pragmatic cost effective solutions to address business priorities.

.....how does it work?

To ensure your leaders and the organisation gain a comprehensive, rewarding and developmentally positive experience we offer:

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An accurate measurement of each participant's abilities and behaviours against the organisation's behavioural framework
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Evidenced based evaluation of participant performance in both individual and group environments
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The opportunity for participants to present themselves in a positive yet realistic way in work-related activities: enabling a fair and objective evaluation to be made
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Participant feedback reports that can be followed through with developmental coaching
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A reliable predictor of a participant's future performance with suggested development opportunities to engage them in planning and implementation of their future
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A clear and transparent development process which is regarded by all as fair, objective and helpful.

With in-depth experience of running assessment and development centres over many years, we know what works and where the challenges lie.

Key design principles include:

Project Management: We provide a lead Contract Team who attend all project/review meetings and are the main points of contact for all project requirements.

Fairness and credibility: participants are assured of transparency and credibility from a robust and consistent performance rating

Internal observer rigour: the use of observers is normally to have a blended approach between your observers and our very experienced observer team. We provide extensive training for in-house observers

Resources Requirements: To ensure it all runs smoothly, we use Development Centre Manager. One of our experienced facilitator or you may wish to provide someone from your own team

Bespoke Exercises and Marking Guides: The best results occur when we use bespoke exercises, designed to reflect the realities of working in the context of your organisation. We include examples of 'what good looks like'.

Use of Business Actors (optional): The use of business actors ensures professionalism and consistency, creating confidence in the credibility and robustness of performance ratings awarded by assessment teams.

Psychometrics (optional): It can be helpful to have some psychometric data to supplement the evaluative data. We include a detailed explanation of results as part of the feedback to the client evaluation panel and to participants.

Interested?

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"It was a useful insight into my colleagues and how they think. We attend other courses that talk about how people approach problems/ ideas in different ways, but this was a great illustration of that and felt more useful than just trying to put people in boxes."

"I thoroughly enjoyed the activities and it was very enlightening how people think and understand concepts differently, which is can be a source of confusion in meetings."

"Business would benefit greatly from some of these insightful discussions – in terms of the way teams function internally and externally. Also in how they approach problem solving and it would help develop a skill set that is not always fully utilized."

"I thought the group exercise was very good and well presented; made you ask a lot of interesting questions and also allowed you get a peek into how people process information and perspective in their critical thinking skills."