

## Accelerated Performance Programmes



### Management Insight

- Are you confident that your managers can bring about positive changes in performance?
- Do your managers recruit in their own likeness?
- Can your managers adapt their style and approach to different members of their team?
- Do your managers understand themselves well enough to realise their potential as coaches?

*Is this your business?... then Momenta's Management Insight Programme may be of interest!*

#### What is Accelerated Performance

Management programmes, delivered in groups, but centred on, and starting with, the individual. In essence, group coaching events.

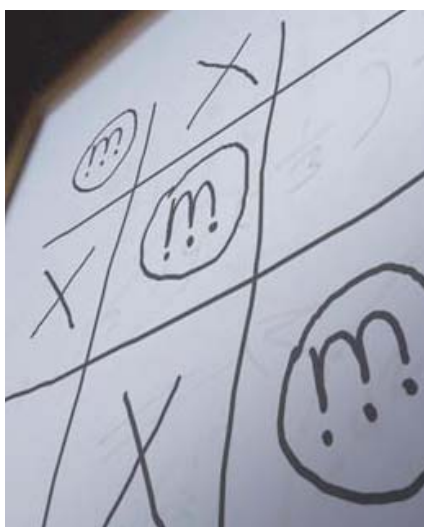
The Management Insight programme has one, simple aspiration: to improve capability and therefore results!

#### How is it relevant to us

Programmes are tailored to the particular management challenge that you are dealing with. We then assemble behavioural tools and delivery methods from our resources to create a bespoke programme for you.

#### What makes it different

Our ethos! Our events bring about sustained capability and performance improvement – and bring the best out of people by having fun along the way.



#### The Programme

Leading and managing people is more than a science, it is an art! The key to developing and leading a successful team is the manager's ability to bring about change – real, sustained behavioural and performance improvement.

Momenta's Management Insight programmes start with understanding **you**, the manager, how **you** respond to different people and how **you** adapt to the different needs, motivation and strengths of your team.

The programmes deal in reality, not theory. We work with **your** people on your challenges and business realities. You leave with a clear view of what you need to do to continue to improve the performance and morale of your team.



## Programmes are constructed as group coaching events by using a range of tools, techniques and methods:

Techniques	Tools	Methodology
Compelling futures	Momenta ©	Matrix coaching ©
Real Play ©	Behavioural modelling tools	Individual coaching
Case studies	Team Profiling	Group work/team exercises
Work based assignments	Change readiness	Outdoor exercises
What good looks like!	CamCoach ©	On-line coaching
Business Simulations	The Success Tree ©	Telephone coaching
Time Traveller	Performance dynamics modelling ©	Tutorials/master classes
Hot Housing	Team relationship model ©	Facilitated "time out" reviews

### What people say about the programmes

*"Our Management team worked with Momenta over three days this year.*

*The venue, organisation and quality of input was excellent. Utilising their practical profiling tool and applying it to work and non-work related scenarios provided us with a platform to improve how we do things individually and as a management team.*

*Their combination of outdoor and business exercises in a great setting, together with individual coaching, results in an outstanding development environment".*

**Friends Provident**

### Case Studies

#### IFA Broker Division:

The senior and middle management teams wanted a team building and coaching event to build best practice around the business. The events combined behavioural profiling, individual coaching, and business specific 'real plays' (role-plays with real IFAs).


#### Pharmaceutical Company:

A programme for Sales Managers and their teams, combining group workshops and individual coaching. The programme was a mix of individual coaching and group workshops. It used behavioural modelling tools to raise the managers' understanding of themselves and how their style impacts on their coaching capability.

#### UK Bank:

A programme developed for a division of the bank to improve the coaching capability of the management team. The programme involved individual coaching, behavioural modelling tools, group training and Matrix coaching.

### About Momenta

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Momenta provide quality resource, consulting expertise and people development for financial services companies in the UK.

We work with you to ensure that you can meet today's challenges so as to achieve tomorrow's success.

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