

Incendo develops people at all levels within organisations by growing their self-awareness, creating the desire to change behaviours & increasing the range & effectiveness of their skills. These results are achieved through collaborative, interactive development programmes that ignite minds & fuel performance.



"Blaze with the fire that is  
never extinguished."  
Luisa Sigea

## LEADERSHIP DEVELOPMENT

Developing leadership capability is at the heart of a great deal of Incendo's work, whether it be a short masterclass, a modular development programme or a specific skills workshop. You may not have the word 'leader' in your job title, but if you are required to communicate a compelling vision of the future, connect other people to that vision and then engage them to deliver against it - then you are a leader. Whether it's developing new leaders from scratch, helping 'old hands' to develop more agility in their approach, or taking senior managers with executive potential to the next level, we can develop learning interventions that are in harmony with the needs of your company's culture and the specific challenges your leaders face. Our approach is about giving leaders the tools to enable them to take immediate action to get better results, not just teaching them interesting theories!

## TEAM DEVELOPMENT

Beyond the combined talents and capabilities of the individuals within a group or team, there are some sought-after ingredients that are needed if their collective potential is to translate into competitive advantage. These important aspects include things like clarity on goals, defined roles, agreed processes, productive relationships and effective communication. Incendo can help with all of these areas and more. A frequent lament you may hear from people who have undertaken 'team building away-days' in the past is: "we had a bit of fun on the day but when we returned to work nothing had really changed". Incendo is on a mission to change this by designing tailor-made experiential team development that provides results that are transferable, sustainable and biased towards business performance. Typical team development events include creating vision and strategy, building trust, embedding values, understanding conflict and project kick-off workshops.

## COACHING SERVICES

Coaching is different for everyone. For some people it's about using a series of tools to plan a different approach and learning new ways of tackling problems; for others it's about boosting confidence and self belief; many clients simply want to clarify their challenges and engage in some good old-fashioned action planning. Incendo's coaching services fall into two categories:

- the provision of executive coaching to clients on an individual, team or group basis; and
  - the training, development and assessment of your employees to become workplace coaches.
- Our approach to coaching is to be totally client centred, using a variety of different methods to help them achieve their goals. Each person, team and organisation is unique and the most effective mix of coaching styles and tools will be individual to them; some typical approaches will include NLP, various psychometric and diagnostic tools, mindfulness and Clean Language. We place emphasis on developing trust with the individual being coached so that they can be sure that we are working on the real underlying issue and addressing the cause, rather than 'papering over the cracks'.

## DIAGNOSTIC TOOLS

Incendo uses a range of diagnostic tools to measure aptitude, personality and motivation.

- Aptitude tests measure how people differ in their ability to perform or carry out different tasks.
- Personality instruments explore how people differ in their style or manner of doing things, and in the way they interact with their environment and other people.
- Motivation assessments examine how people vary in their motivation, in the direction and strength of their interests, and in their values and opinions.

## ORGANISATIONAL DEVELOPMENT

We see organisational development as a holistic approach to ensuring that organisations - and the people that make up those organisations - are equipped to adapt, engage and thrive in an ever-changing business environment. Our preference is to work in partnership with you to understand the challenges and opportunities that your organisation faces now and in the future, and to identify potential interventions to help move things forward - with the ultimate goal of increased performance. Typically, our organisational development work tends to fall into a sequence of four distinct phases which Incendo has developed into a model we call D4E: Define, Discover, Design + Deliver, Evaluate. Talk to us today to find out more about our organisational development work.



"Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement."

Golda Meir