



PERFORMANCE
CONSULTANTS



Performance Consultants Leadership Development

Transformational LeaderTM

Building High-Performance Cultures

Organizational transformation starts with empowering individuals with the leadership skills that build high-performance cultures.

www.performanceconsultants.com

A leadership development offering that supports culture transformation at scale

The Transformational Leader program is ideal for talent and people leaders, from C-suite to managers who:

- Seek development of critical leadership soft skills that will set them apart for life
- Want to unlock team potential and performance and impact the bottom line
- Value joining a global leadership community and receiving ongoing support

Research-backed results: Transformational Leaders deliver the highest performance*

95% confidence level in the correlation Transformational Leadership Framework traits and high-performance.
Source: client case study, 2023

Benefits of becoming a Transformational Leader

- Team empowerment, engagement, enjoyment and data-backed performance impact*
- New mindset and toolkit of powerful communication and people skills
- Confident and authentic leadership style
- New life balance at work and home, enhanced stress management
- Networking and peer support from the global Transformational Leader community

“According to the World Economic Forum, 1bn people need to be trained in new and evolving skills by 2030. The types of professional skills include soft skills necessary for collaboration and interacting with others, like team building and developing strong company culture.”

Financial Times, 2023



Client story **Medtronic**

Further, Together

One of the highest rated programs in Medtronic University; 75% of participants “using the approach regularly 3 months after program”

Medtronic, the world's leading medical technology company, with operations in 160 countries and 95,000 employees, aimed to equip its management with foundational coaching skills, believing these are essential for Transformational Leaders.

“Coaching is still misunderstood, but it's really the enabling skill for people-leaders [...]. If you know how to coach, you'll know how to delegate and you'll know how to give feedback effectively, and you know how to help people grow.”

Simon Losasso, Global Talent Development Consultant at Medtronic

Partnering with Performance Consultants, Medtronic launched a bespoke version of the Transformational Leader program. with Foundation/Module 1 internally named “Everyday Coaching”. The program targets all global people leaders (>10,000 individuals), impacting 50,000 employees.

In 2022-2024, the program received a consistent +80 NPS score and it's showing lasting impact, with 75% participants reporting that they are regularly using this approach 2-3 months post program. The partnership with Performance Consultants continues as further Modules from the Transformational Leader pathway are adapted to Medtronic's unique challenges and new target groups.

What will leaders experience & learn

As we go about our daily life as human beings, we all get in our own way.

Mostly unconsciously, we create the interference to our own performance. As leaders, we continue this theme and in turn we create interference for others. Becoming aware of limiting mindsets and beliefs that hold back leaders, teams and organizations is key to minimize this interference.

Leaders will learn how to shift their mindset in order to consciously tap into the full potential of themselves and their teams.

Not “just another training”

Transformational Leader is an immersive experience that leads to long-term behaviour change.

The live workshops are highly **interactive and experiential**, with each cohort creating its unique and powerful dynamics under the guide of our skilled facilitators.

Modular **follow-up online content**, peer coaching and live **support** ensure sustained learning.

We help you meet your **organizational goals** with embedded, flexible measurement tools ensuring a sizeable return on investment.

What's in the program?

BRONZE AWARD

FOUNDATION

MODULE 1

- Insight into how to facilitate high performance in individuals and teams
- Realization of your potential to become an outstanding leader
- Enhanced listening and questioning skills
- Effective performance management reviews
- Empowering people to resolve their own issues
- Increased performance, learning and enjoyment
- Unlock potential in individuals and teams
- Use a coaching leadership style

SILVER AWARD

INTERMEDIATE

MODULE 2

- Understand how to work effectively with resistance to change
- Facilitate sustained behavior change
- in self and others
- Conduct career development conversations that are both inspiring and grounded in reality
- Align individual, team, and organizational values, goals, and objectives
- Inspire creativity, innovation, and commitment
- Empower teams and direct reports
- Create psychological safety
- Use constellations to gain a systemic perspective

ADVANCED

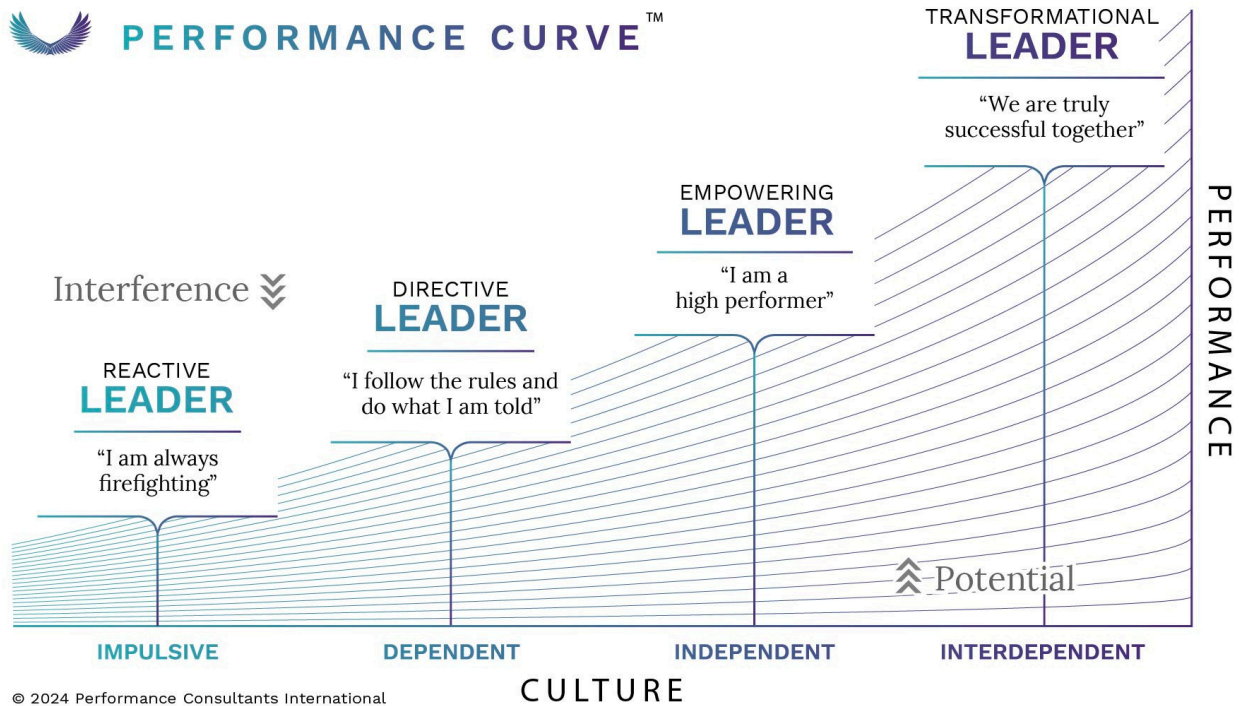
MODULE 3

- Supporting others to overcome internal barriers and deliver meaningful results
- Understanding own leadership style and impact and how to flex & grow as a leader
- Engaging confidently and empathically in "difficult" conversations
- Having transformational conversations to build awareness, responsibility, self-belief
- Creating a high-performance culture• Facilitating effective decision making in self and team
- Enhancing emotional & social intelligence

ONGOING SUPPORT: LEADERS CLUB, COACHING PRACTICE, DIGITAL TOOLKIT & TEXTBOOK

Where are you on the Performance Curve ?

Our proprietary framework, the Performance Curve , is a roadmap to measuring human behaviours and boosting culture development and transformation in organisations.



Which culture stage is your team at in the Performance Curve?	1 IMPULSIVE	2 DEPENDENT	3 INDEPENDENT	4 INTERDEPENDENT
What Is your team saying day to day?	"I spend time fire fighting "	"I follow the rules + do what I am told"	"I am a high performer"	"We are truly successful, together"
Typical leadership style	Haphazard and inconsistent	Command and control	Delegating – enabling individuals	Partnering – collaborative transformation
Typical leader impact	Providing mixed signals which can cause confusion, frustration, and stress	Limiting people's potential, inadvertently. Fear of failure can crush initiative and creativity, lowering engagement	Enabling individuals to achieve goals but not personal growth and development. True collaborative team-work is also missing	Inspiring and enabling great teamwork and commitment. A sense of community spirit pervades the organization within the context of serving a higher purpose

Who delivers this course?

Performance Consultants Global Faculty of Senior Facilitators

Our facilitators are world-class, with unparalleled experience of coaching, facilitation and consulting across an array of cultures and industries. They have extensive experience working seamlessly and effectively both online and in-person.

Facilitation is available in > 20 languages.



Carolyn Dawson,
PCC, CPCC

Meet Carolyn, one of our Lead Faculty

A Senior Consultant and Executive Coach with Performance Consultants International. Carolyn has 30 years' experience as a corporate executive herself, and delivering coaching for global business leaders including BP, Virgin Media, British Airways, RBS Group, The Co-operative Group.

When & Where

Individual qualification | in-person (London, UK) or online globally

Corporate and Group programs | globally, online or in-person.
Email us to enquire about a bespoke plan for your needs

Transformational Leader Pathway

Personal Development Certificate

Bronze, Silver, and Gold
Achievement Badges

Optional: Training Hours Toward
ICF Coach Certification

Entry Requirements

Module 1: No prerequisites

Modules 2-3: Must complete the
prior module to progress

JOIN THE NEXT COHORT

Ready to experience Transformational Leader?

Foundation Program (Bronze Award)

- 2 full days or 4 half days, full-immersion
- Live facilitated sessions with 1:1 and group coaching practice (>95 NPS on average)
- Certificate and Credly badge for LinkedIn
- See upcoming dates and book directly through our [website](#)

Transformational Leader Accelerator: Program + 1:1 Coaching

A blend of high-intensity group experience with **personalised 1:1 coaching** to drive deep behavioural change, fast.

Leaders gain space for reflection, accountability, and real-time feedback from our top level Associate coaches.

Research showed+ **88% productivity** for combined training and coaching vs. leadership training alone (source: Harvard Business Review)

"BRING YOUR TEAM" DISCOUNTS

Special rates for corporate & group bookings, please enquire info@performanceconsultants.com