

## Join an Executive Leadership Group: help solve your business problems

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*"I would have resigned from my organization had it not been for the advice of the Group. You hear about others' problems and realize that we **all** have difficulties"*

*"When you're part of an organization you're always looking over your shoulder. Here you can trust people. Some of the insights you get are very shrewd"*

*"I wonder how I would have coped in the last year without this ... the personal coaching I got, the useful advice from the Group sessions. The network has been a real benefit"*

*"I nearly made a stupid career move. Without the Group's feedback I might have taken it"*

*"It's excellent, very stimulating. The diversity of the Group is a real benefit – people from different backgrounds and nationalities, different businesses and at different levels"*

*"Very worthwhile and a useful investment of time. In the Group sessions we work as a team on each other's problems, and we act as non-executive directors to each other"*

*"I cannot fault it in any way. It has been a superb experience. It's helpful thinking through what you are going to say in advance of the meetings. It really clarifies your thinking"*

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It can be lonely at the top. Often there is no-one with whom executives can share business issues, test their ideas, and arrive at the right solutions for them. Joining an Executive Leadership Group addresses this need.

Each Group of eight comprises a mix of executives, managers, and senior professionals, all from different organizations, with neither competitors nor customers in the same Group. A key strength is the diversity of background, experience and perspective which the participants bring,

### **Group members:**

- Convene six times a year for an all-day meeting at a London hotel
- Benefit from a facilitated, focused and confidential discussion amongst peers on any pressing business issues or concerns
- Sign a "Confidentiality agreement" enabling them to act as a "Board" of trusted advisers for each other
- Make a verbal commitment to carry out at least one specific action prior to the next meeting (agreed actions are posted, and duly revisited at the next meeting)
- Leave each meeting with a personal flipchart record of the key discussion points, questions and feedback arising from their topic on the day

The total cost for attendance at the six meetings is £7,500 plus VAT (includes lunch and refreshments). All participants receive a copy of Dr Tony McNulty's book *Management by Permission: Managing People in the 21<sup>st</sup> century* (see details below).

## Previous participants at the Group meetings have included:

- \* Head of Global Audit – FTSE 100 firm
- \* Dean – International Business School
- \* Managing Director – Overseas Utility
- \* General Manager – Financial Services
- \* Group Executive – Intl. Bank
- \* Head of Acquisition Finance – Bank
- \* Vice President, HR – Intl. Hotel Group
- \* Project Manager, Software – German Firm
- \* Chief Executive – Concert Hall
- \* Head of Finance – Banking
- \* NED – Start-up Telecom Firm
- \* Chief Executive – Charity
- \* Chairman – High Technology Start-up
- \* Manager, Europe – Small Tech. Firm
- \* Partner – Corporate Finance Group
- \* Head of Mortgages – Intl. Bank
- \* Head of Analytics – Intl. Group
- \* Deputy Governor – a Royal Palace

## Also require one-on-one coaching?

For those who are interested, and to supplement attendance at the six meetings, we also offer an Executive Coaching package

### ***For yourself:***

- Six sessions with an experienced coach to test ideas further, get feedback, advice, and hands-on assistance in developing workable action plans
- The option of web-based 360-degree feedback (from bosses, peers, subordinates, external business associates) enabling you to compare your results against the four key ingredients for effective management (as described in *Management by Permission*)
- The opportunity to refine development, career and life goals, and develop plans for addressing them

### ***For up to five members of your team:***

- Web-based 360-degree feedback administered and processed
- A one-on-one coaching session with each team member to explore the implications of the feedback
- Assistance in crafting individual development action plans

The total annual cost for attending the Group meetings plus the above Executive Coaching package for yourself and your team is £17,500 plus VAT.

## What next?

We are seeking additional members for the next two Groups, the first starting on 5<sup>th</sup> April, 2017, the second in June. If you would like to discuss this further, please get in touch with Dr Tony McNulty ([tony@mcnultymanagementconsultants.com](mailto:tony@mcnultymanagementconsultants.com)) or call 01923 835007.

### **Feedback from some previous attendees:**

“I participated in an Executive Leadership Group (ELG) for two years. Being a member was significantly beneficial both personally and for my career development. It was a privilege to get to know and engage with a diverse and dynamic group of senior professional leaders. Tony is a natural and highly skilled facilitator. The manner in which he connects the group participants with one another enables an open and direct environment. Each person can discuss confidentially their respective issues/challenges and receive excellent advice & guidance from both Tony & the other participants. Tony is exceptionally insightful and has the ability immediately to identify underlying issues that one may be experiencing personally & organizationally. As a result, he summarizes the ‘nub of the issue’ and allows one to face the situation with clarity. In addition, Tony prompts one to consider alternative interpretations & generates a rebalancing of one's thoughts/feelings, ensuring optimum outcomes for all. I have no hesitation in recommending Tony McNulty & the Executive Leadership Group (ELG).” *Anna Maria O’Shea, Head of Finance, AIB Personal, Business & Corporate Banking*

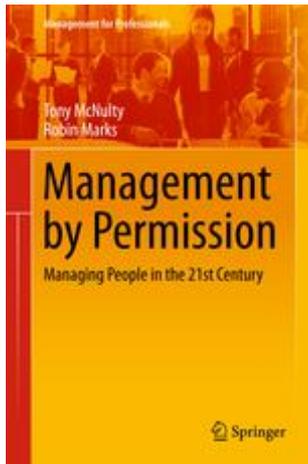
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“Having been on many courses and leadership programmes during a long career, I have found the Executive Leadership Group a refreshingly different and valuable approach. Amongst a small group of leaders from a variety of sectors and backgrounds, and who can be at different stages of their career, it provides an opportunity to review one’s own development and/or strategic issues in an open manner which can often be difficult to achieve within the environment of an organization or a more structured course. Through a series of discussion groups spread over a year, which are facilitated and led by Tony, the participants have the opportunity to get to know each other, and to report back on actions/progress. I was able to gain both from inputs from other seasoned professionals and to contribute to their issues; in fact I found that there was as much learning and development gained through participation in each person’s discussion and progress as there was in discussing my own case. I would certainly have no hesitation in recommending the ELG to other senior leaders who need “space” to discuss and think through developmental plans and issues.” *Dr Gordon Mizner, Chief Executive, Engineering Development Trust*

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“These groups involve bringing together a select group of leaders through the year to discuss the key issues facing them in their diverse positions and industries. In a safe and supportive group environment, leaders benefit from receiving – and giving – feedback with the added benefit of Tony’s experienced guidance. It offers a unique development opportunity even for the most experienced leaders. I found it of great value during my year of transition and I recommend it highly.” *Matthew Trowbridge, Non-Executive Chairman; Founder, MGT Support*

*(Unedited extracts from the above recommendations, along with others, can be found by accessing Dr Tony McNulty’s LinkedIn profile: <http://www.linkedin.com/pub/dr-tony-mcnulty/14/71a/743>)*



“Management by Permission” shows that in today’s business world managers can only successfully lead with the active cooperation and consent of their staff. It presents a practical, four-pronged approach to successful management, drawing on the authors’ combined research, consulting and managerial experience in more than twenty countries. Once a manager gets the four main ingredients right – (1) getting things under control; (2) establishing expectations; (3) running interference; and (4) developing people – everything else falls into place. Far from being unpleasant and stressful, managing others becomes rewarding and even fun. The book concludes by explaining how to use the four ingredients to ensure that your own manager is also managing you effectively.

## **Praise for “Management by Permission”**

### **Executives/managers:**

*“If you have time for only one management book in your life, Management by Permission would be an outstanding choice.”* Greg Thompson, President, Markel Specialty

*“Easy to read, dip into and use as a reference book ... cannot recommend highly enough ... ‘must have’ book for all tiers of management.”* Matthew Keates, Logistics Manager

*“I would recommend this book to all professionals, irrespective of their position in the hierarchy”* Juan Carlos Rodriguez, General Manager

*“Fantastic must read for every manager ... needs to be on everyone’s desk regardless of where you are in the org structure”* Rosita Wolfe, Marketing Manager

### **Business school faculty/the business press:**

*“As a business school professor, I see many such books .. this one sticks out by far as an excellent guide for how to manage people with tomorrow as well as today in mind.”* Paul Evans, Professor Emeritus, INSEAD

*“In this readable and practical book the authors spell out the key challenges facing managers and how they can address them. The central question is how you win permission to manage – in straightforward language this book shows you how.”* Rob Goffee, Professor Emeritus, London Business School

*“An entertaining read when compared to some of the dreadfully boring bilge that passes these days for management literature.”* Mark Paul, Business Affairs Correspondent, The Irish Times

### **HR professionals/consultants:**

*“A ‘must read’ for anyone on the line management ladder.”* Dr Janine-Nicole Desai, Regional HR Director, Hilton Worldwide

*“‘Running Interference’ ...the book is worth acquiring for this chapter alone.”* Larry Donald, PR Consultant

*“I wish that the majority of line managers I have encountered over the years had been given the opportunity to read a book like this.”* Richard Moss-Blundell, HR professional

### **Amazon link for purchasing “Management by Permission”:**

[https://www.amazon.co.uk/s/ref=nb\\_sb\\_ss\\_i\\_2\\_14?url=search-alias%3Daps&field-keywords=management+by+permission+mcnulty&prefix=management+by+%2Caps%2C193](https://www.amazon.co.uk/s/ref=nb_sb_ss_i_2_14?url=search-alias%3Daps&field-keywords=management+by+permission+mcnulty&prefix=management+by+%2Caps%2C193)