

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

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*"I would have resigned from my organisation 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 organisation 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, or *en route* to 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 (ELG) addresses this need.

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

### **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 £5,000 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*).

## Previous participants at the Group meetings have included:

- \* Head of Global Audit – FTSE 100 firm
- \* Dean – International Business School
- \* Managing Director – Overseas Utility
- \* Founder – Internet Start-up
- \* Group Executive – Intl. Bank
- \* Head of Acquisition Finance – Bank
- \* Vice President, HR – Intl. Hotel Group
- \* Technology Director – Art Gallery
- \* Chief Executive – Concert Hall
- \* Head of Finance – Banking
- \* Owner – Events Business Start-up
- \* Chief Executive – Small Charity
- \* Company Secretary – Bank
- \* Manager, Europe – Small Tech. Firm
- \* Bus. Development Mgr – Family Firm
- \* 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 a one-year Executive Coaching package which includes:

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

- Six one-on-one 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

## What next?

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 (44) 1923 835007.



[www.mcnultymanagementconsultants.com](http://www.mcnultymanagementconsultants.com)

## Feedback on the programme

“Of enormous value, personally and professionally. Tony’s experienced hand guides the meeting and peer contributions in a way that generates maximum benefit. The Group has proved insightful and extremely supportive in my latest venture, sharing experiences and thoughts. All brought together by Tony who presents the conclusions in a clear and straightforward way. I look forward to these meetings as a shared experience among colleagues who take time to understand and provide honest feedback.” **Debbie Harris, Entrepreneur and Founder of “Autumna”, UK**

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“So useful to share issues with a group of experienced people, with no axe to grind, and who can react. Not only helps with your own challenges, but listening to others really clears your head and brings clarity.” **Liam O’Sullivan, COO, International Post Corporation, Belgium**

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“Having been on many courses and leadership programmes during a long career, ELG is a refreshingly different and valuable approach. It provides an opportunity to review development and/or strategic issues in an open manner which can often be difficult within an organization or more structured course. Participants report back on actions/progress. I gained as much learning and development from discussing others’ cases as I did from discussing my own. I have no hesitation in recommending ELG to others who need “space” to debate and think through developmental plans and issues.” **Dr Gordon Mizner, Chief Executive, Engineering Development Trust, UK**

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“Significantly beneficial both personally and for 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, highly skilled facilitator who connects participants with one another, enabling an open and direct environment. Each person can discuss confidentially their respective issues/challenges and receive excellent advice & guidance. Tony is exceptionally insightful, and has the ability immediately to identify underlying issues, summarizing the ‘nub’, and allowing one to face the situation with clarity. In addition, he 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 ELG.” **Anna Maria O’Shea, Head of Finance, AIB, Irish Republic**

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“Incredibly worthwhile and thought-provoking. Well-organized sessions that allow for a fresh perspective on challenging issues facing each individual’s organization. Tony guides us through each session in an insightful, meaningful and thoughtful manner, always looking to generate strong debate and, where possible, solutions for the issues raised. People are challenged to develop a strategy and action. My involvement has led to tangible improvements in our organization on a number of different levels.” **Josh Friedler, Commercial Director, Amipak Ltd., UK**

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“Extremely helpful, enabling me to navigate better, complex and delicate corporate and people-related issues. A brilliant concept, run by an experienced team.” **Arif Dattoo, Principal Architect - Developing Technology Solutions for Start-ups & Established Organizations, UK**