

How to engage and retain future leaders

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Judith Germain

- Winner: Innovation & Excellence Award. Management Training Specialists of the Year
- C-Suite Mentor/ Consultant / Speaker / Author /Editor /Podcast / Ex Head HR
- Expert opinion sought, BBC Radio, Press
- **Chartered Fellow CIPD / MBA PgDip**



Agenda

- The 6 decisions of decisive leaders
- Demonstrating impact
- Wrap up



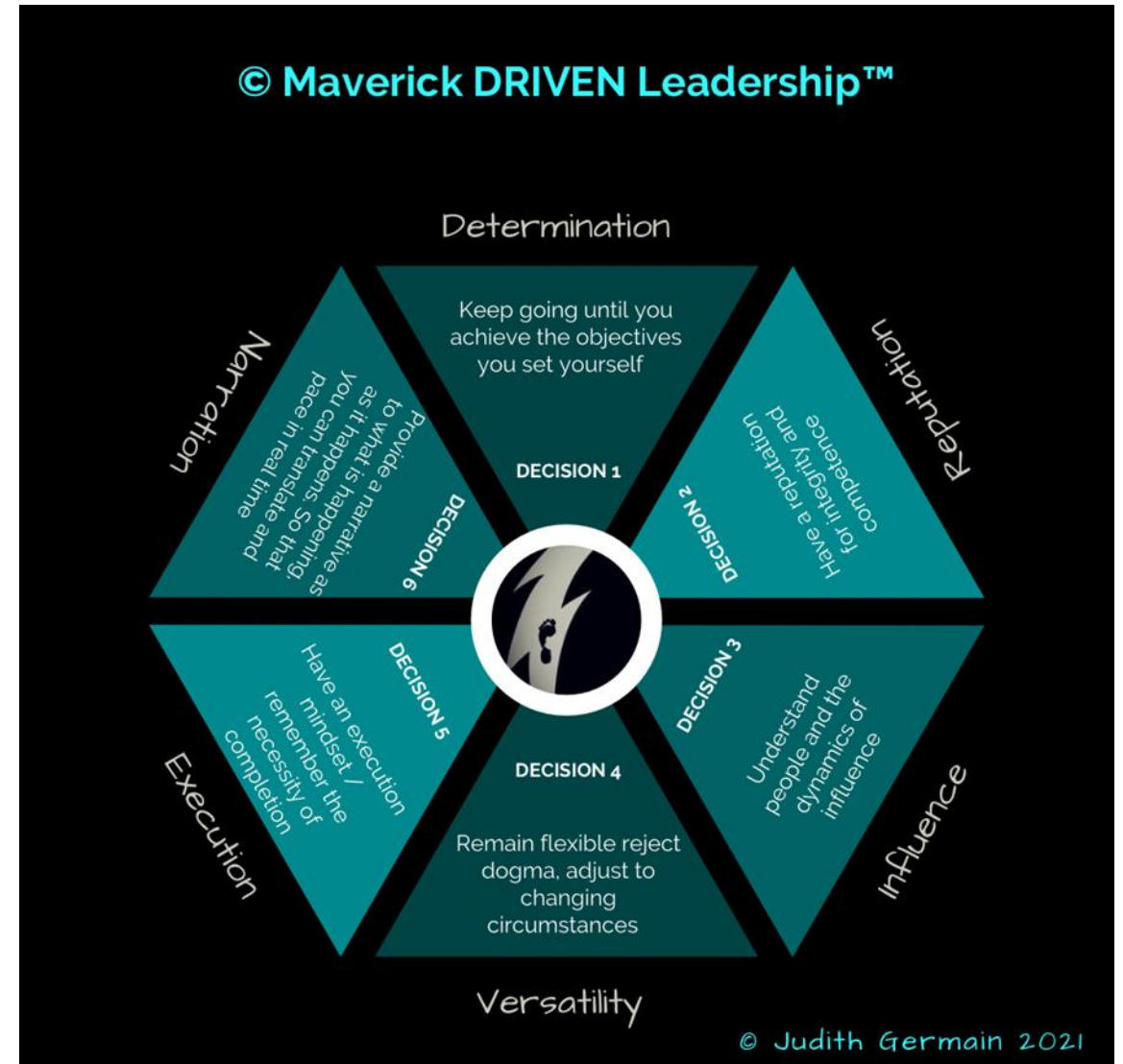
Future Leaders

- The folly of leaders
- Diverse workplaces
- Inability to execute



The 6 Decisions

- **Determination**
- **Reputation**
- **Influence**
- **Versatility**
- **Execution**
- **Narration**



Impact

- Making change happen
- Avoidance of burnout
- Engaged & Impactful leaders

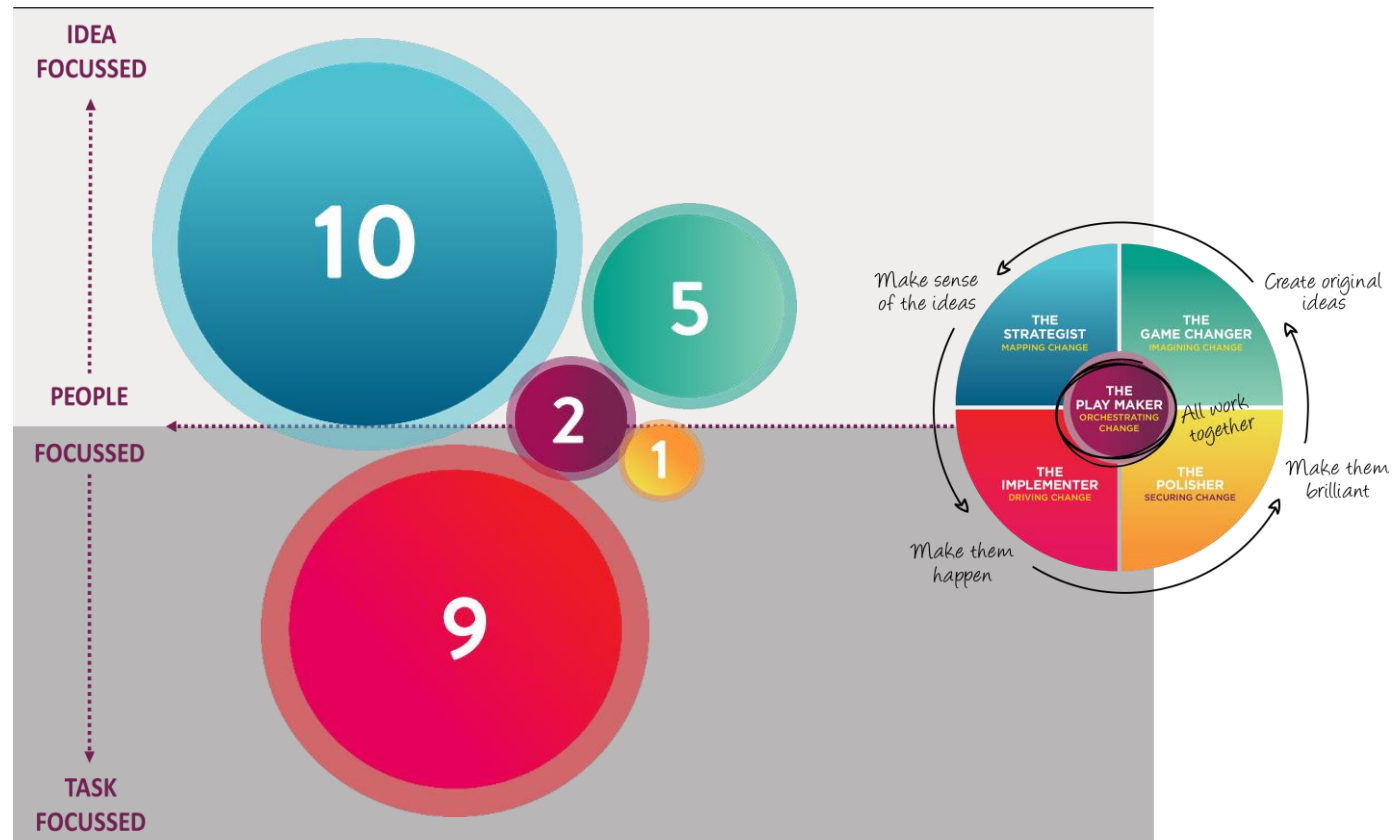


GC Index

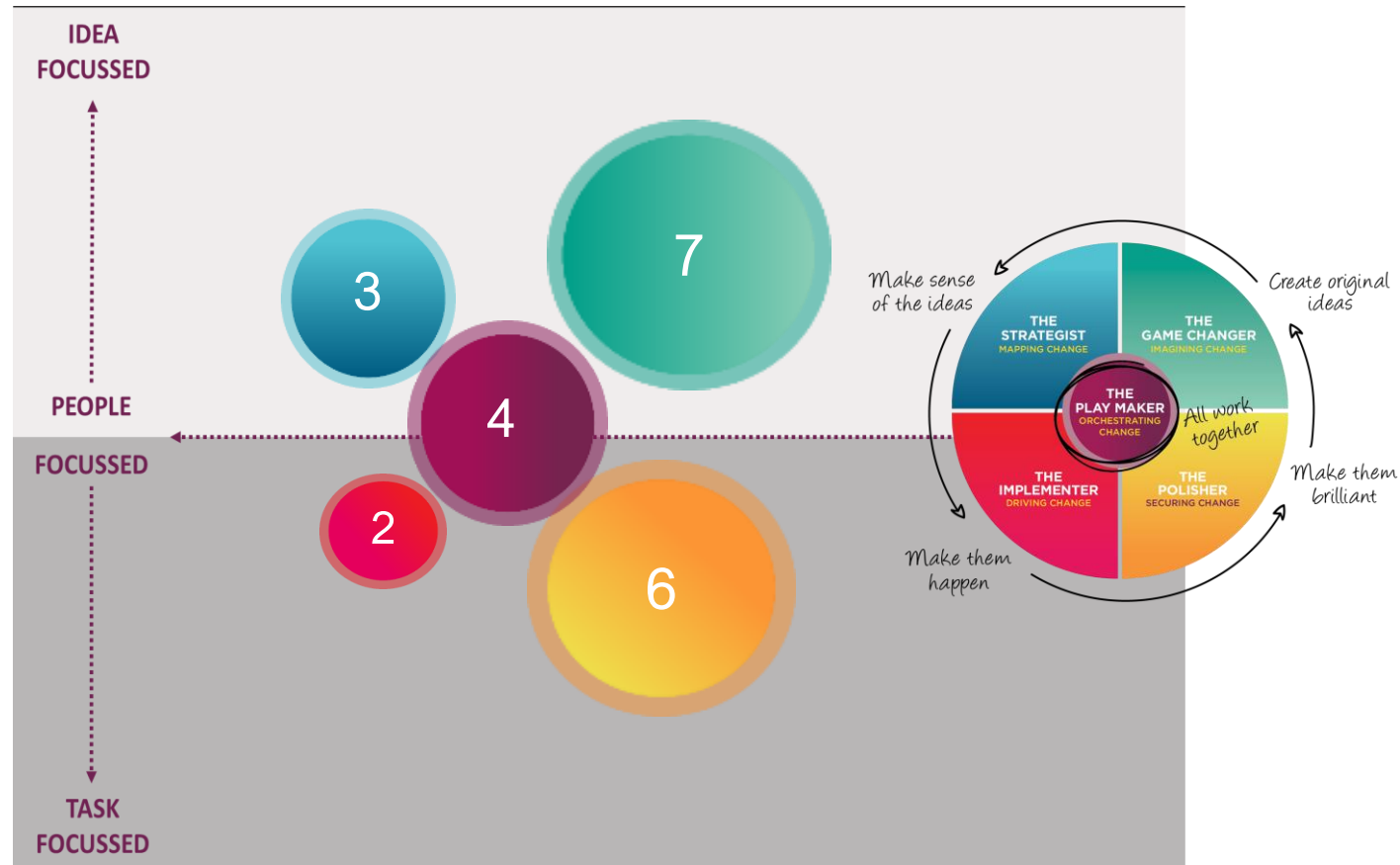
- Proclivity + Skill = Impact
- Considers individual and collective impact
- Understanding your proclivity can help avoid unnecessary triggers and conflict



Profile 1 – What is this person great at?



Profile 2 – What is this person great at?



WORKSHOP - INDIVIDUAL THE GC INDEX PROFILES



ID: 1



ID: 2



ID: 4



ID: 5



ID: 6



ID: 7



ID: 8



ID: 9



ID: 10



ID: 11



ID: 12



ID: 13



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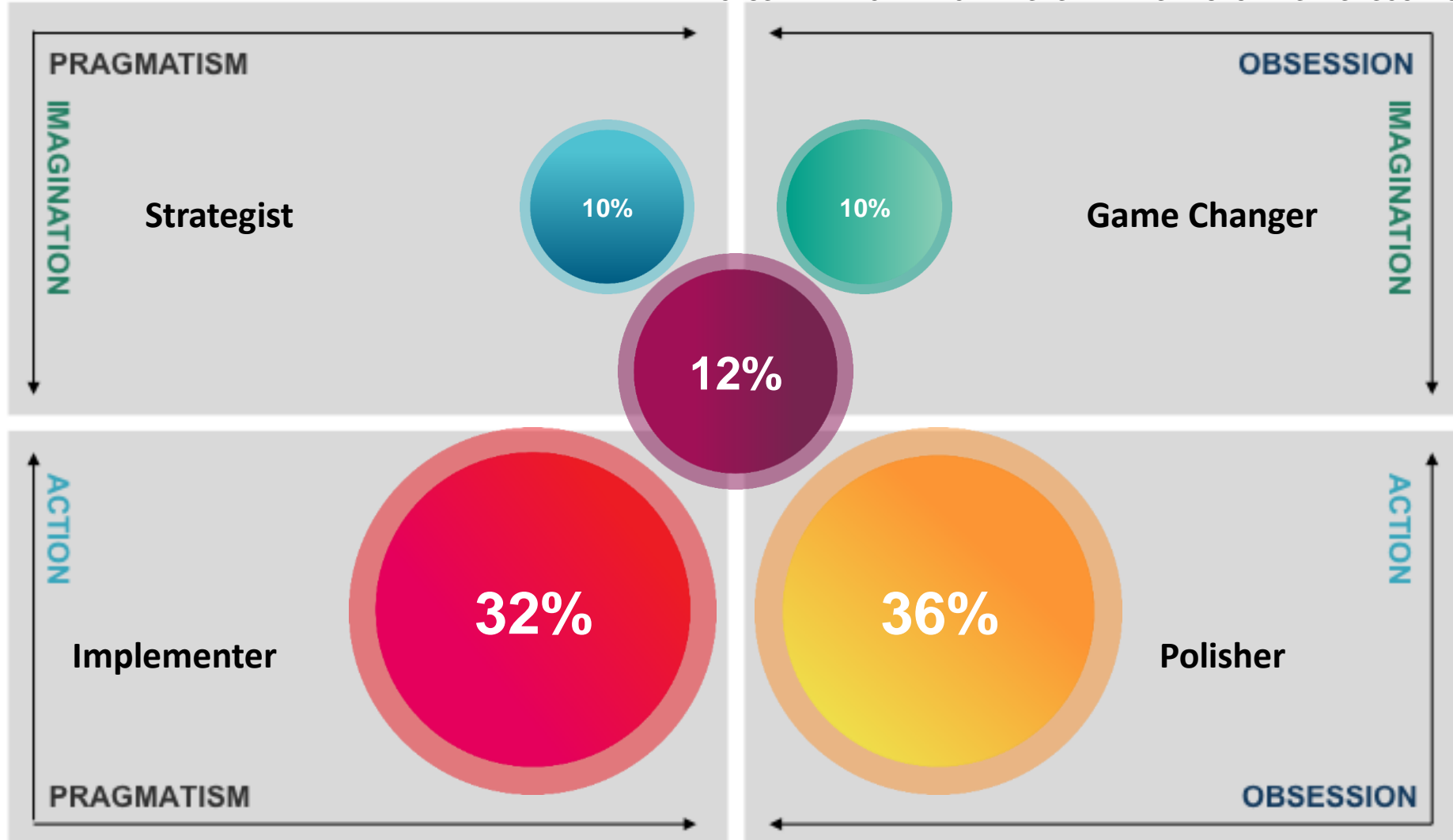
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WORKSHOP - AGGREGATE PROFILE*

* INCLUSIVE IMPACT: PERCENTAGES ARE BASED UPON HIGHEST SCORES



HELPING THE TEAM MAKE BETTER BUSINESS DECISIONS IN ALL THESE BUSINESS AREAS

STRATEGY & BUSINESS	ORGANISATION & CULTURE
BUSINESS STRATEGY	CULTURE TRANSFORMATION PROGRAMMES
MANAGEMENT CONSULTING	EQUALITY, DIVERSITY & INCLUSION
MARKETING & BRANDING	OPERATIONAL IMPROVEMENT
MERGERS & ACQUISITIONS	ORGANISATIONAL DESIGN & DEVELOPMENT
SALES & GROWTH	WELLBEING
HR & TALENT	CHANGE & TRANSFORMATION
LEADERSHIP COACHING & DEVELOPMENT	CHANGE MANAGEMENT
RECRUITMENT	DIGITAL TRANSFORMATION
TALENT DEVELOPMENT	INNOVATION PROGRAMMES
TEAM COACHING & DEVELOPMENT	PROJECT & PROGRAMME MANAGEMENT
YOUNG PEOPLE DEVELOPMENT	TECHNOLOGY & SOFTWARE SOLUTIONS

Further resources

- Complimentary Profiles – one per company only
- Contact us if you would like to know more about how we enhance leadership capability, or the GC Index: how to obtain a profile and review
- Engage & retain future leaders: Mental Health / Culture / Influence (free) pdf Insights are available

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Judith Germain's
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just take a picture of the
QR code

Judith Germain's Book

The Maverick Paradox: The Secret Power Behind Successful Leaders

- Available on Amazon
- Scan the QR Code to go direct

