



Quintessential Leadership[©]

Sustainable Leadership

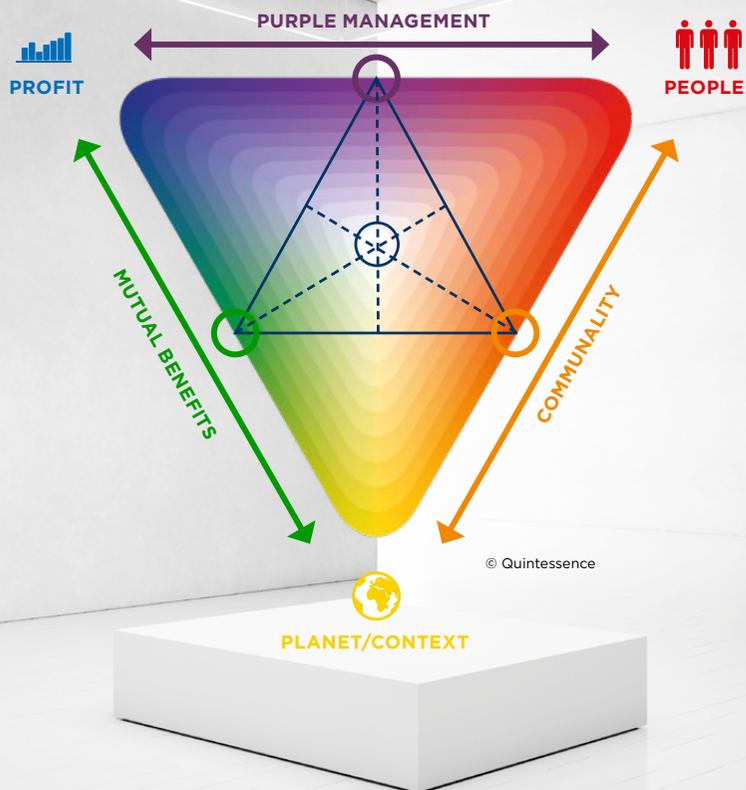
The interaction between people, organisation and context

Leadership operates within a broad setting: of social evolutions, the business sector, the economic cycle and the organisational culture. The person who can take this greater connectivity into account is not simply a manager or a coach, but also a leader.

Leadership involves successful bringing together the needs of the organisation (results – ‘profit’), the employees (team – ‘people’) and the context (other players/ organisations – ‘planet’). A strong leader integrates the different perspectives, directly handles dilemmas and achieves a balance between the diverse interests.

This is precisely **what Quintessential Leadership® is about** : consciously and successfully capitalising on the **interplay between profit, people and planet**.

We translate this vision into concrete, efficient and customised services. Our view of leadership offers a **new and comprehensive framework for evaluating, developing and realising sustainable leadership**. Where others focus solely on the ‘people or ‘profit’ aspects or on the leader himself, we also concentrate on ‘planet’ - and on the symbiosis of the three perspectives. This makes our model not only unique, but highly relevant for every leader.



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‘We translate this vision into concrete, efficient and customised services.’

 **Assess**

 **Develop**

 **Engage**

**‘We identify
the strengths
and development
opportunities of
every participant.’**

Quintessential Leadership[®] Leadership Assessment

Our evaluation of leadership capabilities explicitly takes the context of the participant into account. Not only do we include the usual competences, but we also focus strongly on aptitudes linked to leadership, and to qualities such as:

- > **managing complexity**
- > **innovation**
- > **agility**
- > **managing conflict**
- > **networking**
- > **organisational savviness**
- > **managing performance**
- > **inspiring people**
- > **authenticity**

What is the benefit of this approach?

We map the work environment, organisational culture and stakeholders, to more accurately see which competences are needed for successful functioning. We identify the strengths and development opportunities of every participant along the model's various axes. Is the participant more profit-oriented (Blue) or people-oriented (Red)? Does this person take the contextual players (Yellow) into account when developing plans, approaching problems, recognising opportunities, etc.?

Getting started

Quintessential Leadership 360[®] – online tool – shows leaders how to divide their focus between profit, people and planet, through their own eyes and those of stakeholders.

Quintessential Leadership Questionnaire[®] – online tool – maps the leadership style of the individual leader and the organisation.

 Assess

 Develop

 Engage

‘We combine
a range of teaching
methods, customised
to your needs.’

Quintessential Leadership[®] Leadership Development en Coaching

Quintessential Leadership Development goes further than any other leadership programme. We help leaders grow in their management capacity and seamlessly combine the various facets of leadership.

We start with each leader’s **natural preferences**. Is this person more drawn to numbers, or more focussed on people or environment? Does the person combine these perspectives? What could make this person more successful? From where does this person draw energy? How can stakeholder expectations be better integrated? Where are the win-win opportunities? How does the person overcome barriers and solve disruptions and blockages?

In the **Leadership Development Course**, we put the leaders in motion. We begin with insight into their present situations and guide them to **more coherent leadership for the future**.

Quintessence’s Quintessential Leadership Development and coaching is very broad: it can include everything from an individual learning path, to team development and guidance (e.g. the Board of Directors), to an organization-wide development programme.

We combine a **range of teaching methods**, customised to your needs, including theoretic models and scientific insights, case studies, (group) reflection, skill training, simulations, business games, on-the-job and other practical assignments. There’s something for everyone. **Active learning is central**, and transferring learning to the daily work environment is a priority.

Getting started

Open programme – Intensive learning programme – Middle management

 Assess

 Develop

 Engage

‘Development
opportunities
tailored to your
organisation.’

Quintessential Leadership[®] Organisational Culture

The **Organisational Culture Programme** starts with an **audit of the leadership within the organisation**. What is the primary focus and is it shared by everyone? Do the leaders pay attention solely to their own outputs, or do they take other players into account? How are the quest for results and the human element united? Does the pursuit of profits have the right impact? Is the culture ‘open’ or ‘political’? How is the organisation evolving and where do you want it to go?

Through qualitative and quantitative surveys, we develop an **image of the leadership** and sketch **growth paths for the future**. We can even accompany you along these new paths, on the individual, team and/or organisation level.

This process opens **development opportunities tailored to your organisation**. With our intensive guidance, you see considerable progress, quickly. Cultural change works exponentially when you begin with the leaders. Management must set the example, which gives a boost to every change process.

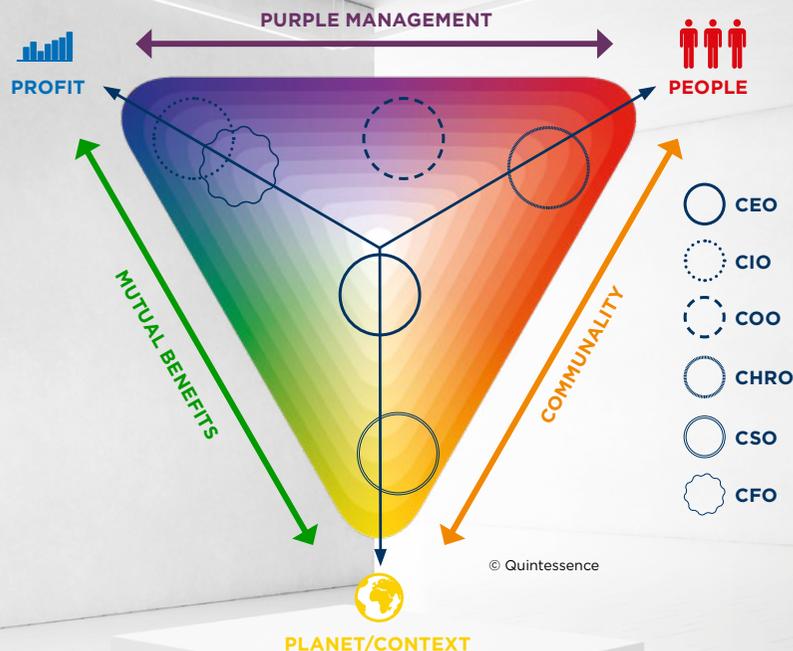
Quintessential Leadership[®]

Executive Leadership Audit

An **Executive Leadership Audit** offers an in-depth analysis of the leadership qualities of the executive team. What is each member's focus? What are their strengths, and which of their qualities requires attention? How complementary is the team? Where are the managers situated within the model: are they predominantly 'Blue', 'Red' or 'Yellow', or do they combine colours?

Then we make a **complete mapping of the team**. Is the executive team sufficiently diverse, or is it rather homogenous? Is it fit-for-purpose? Do all stakeholders receive the necessary attention, or are there gaps? Is critical information shared? How are priorities approached? How is the current team set in motion? Is the team looking for additional profiles? How does the team build sustainable leadership?

'Fantastic team-builder to turn your executive team into a powerful group.'



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- > Do you believe that leadership deserves attention?
- > Are you ready to exchange thoughts on the individual, team and/or organisation-wide approach to leadership within your organisation?

Then contact us!



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