

Bring the best out of your key people



Fresh perspectives
bring fresh ideas.
And fresh results.





People are the heart
of your organisation...



...we'll help you
keep it **beating.**

FWB Consulting is an organisational development consultancy, specialising in the application of psychological models for effective business solutions. We're here to bring the best out of your key people, helping to create an environment in which teamwork thrives and individuals feel valued, challenged and rewarded.

Our consultants include chartered psychologists and HR specialists with substantial experience of applying well-established psychological principles to the business environment. Founded in 2002, we are a part of the FWB Group, often working alongside our colleagues in executive recruitment to provide a comprehensive range of people services, both nationally and internationally, to clients across the corporate spectrum. We offer an honest, down-to-earth way of working, providing insight, accessibility and inspiration in equal measure.

We look to the future. We're interested in how a company develops, ensuring your organisation is capable of delivering your ambitions. We work by getting to the core of your business, to the core indeed of your key individuals. The way they work, the way they interact, the way they communicate, the way they delegate.

Every client we work with and each project we work on benefits from a unique approach. It could only be this way – the different dynamics and cultures within every organisation demanding fresh analysis, fresh outcomes every time. There is, however, a coherent structure to our work and it can be divided into three stages.



We work by getting to the core of your business.



Diagnose

Through understanding comes enlightenment – which is perhaps why this is the most crucial aspect of our work. We take the time to get to know your people, right across the organisation. We observe. We ask questions. We employ psychometric testing if appropriate. All the while building up a picture of the prevalent corporate culture and the way in which each individual works within it. This evidence-based approach is always based on best practice and informed by current research. We do not subscribe to the latest trendy thinking or management fad.

Design

The understanding we achieve directly informs our thinking – and that directly determines the solutions we recommend. Those solutions will be unique to your organisation, addressing key issues in your working environment – and the individual personalities that interact with it. Our solutions are sustainable over the long term and, though we regard our relationship with you as a partnership, they are always designed to be implemented by your own people.

Deliver

Our work can be delivered in a number of ways, from seminars to workshops to written reports and direct one-to-one engagement. Though providing serious analytical insights, we always look to deliver our solutions in an interactive, vibrant and, often, exhilarating fashion.

Creating an environment in which **your people** can thrive.



organisations

A successful organisation is successful because it works on every level. From the empowered individual, to the well-run team to the smooth efficiency of the body corporate, everyone knows their worth to the business and everyone works together towards common objectives. At FWB Consulting, we are engaged by our clients to help deliver just such a scenario, right across the organisation. We can work at the individual, team or organisational level – and often across all three.

Organisations

An organisation is more than a collection of individuals. It's a coherent body of combined strengths, working towards a common purpose. And if yours isn't, then we're here to help.

Leadership development

No business can afford to be average. No business can afford indecisive or uninspiring leadership. Indeed research by Harvard Business School indicates that up to 40% of a company's profitability is directly dependent on the effectiveness of its leaders. We see our role then as one of development, of empowerment, of inspiration, developing effective leadership programmes that build on your organisation's strengths. With our sharp insights into the psychology of business leadership and our understanding of your own business goals, we will help you forge a distinctive, powerful leadership culture.



Culture change

Every company has its own unique culture. But is it aiding or hindering your progress? At FWB Consulting, we cut right to the heart of your organisation, finding out what works and what doesn't. We speak to people at every level, discovering honest truths about the ways in which they engage with the organisation. We look at working patterns and structures. And we find out how you interact with your key audiences. Where improvements are needed, we create new ways of working that better reflects your aims – and the visions you have for the future.

Performance management

How are your people performing? Is there room for improvement? These are the key questions that we look to answer. Using psychological insights, we support you in getting to grips with your people's under performance, analysing the reasons behind it and helping you find the solutions. The result: your key people performing at their top of their game. Consistently.



Great teamwork not only brings the best out of people, it also allows you to generate a group performance that is even greater than the sum of the talents within. We look to create a positive, coherent team approach in three key ways.

Top team development

Whether your team is newly-formed or long-established, we help it to perform at its absolute best. We thoroughly assess current team performance and explore team dynamics, placing this in the wider context of its interaction with your key audiences, both within and outside your organisation. Drawing on our findings, we then create a bespoke team development programme of workshops that challenge, inspire and motivate your team.

Partnering

When teams and organisations come together, to deliver a programme or project, they need to mesh – and they need to mesh quickly. Our partnering programmes pave the way, creating the right environment for teams to build, work and grow together. We will aid you in developing the new ways of behaving and collaborative working that partnering and alliancing demands.

Succession planning & change management

Change is an inevitable fact of business life. At FWB Consulting, we help to ensure it's a change for good.





You're unique. You have unique ideas, unique strengths and unique weaknesses. Our role at FWB Consulting is to understand your uniqueness, to use that individuality to grow and develop your capabilities and enable you to make a telling contribution to the performance of your organisation.

Individual development and coaching

Coaches are integral to sporting success. The same can be true in business. We help the best to become

better and improve the performance of those with room to grow. The focus is firmly on them as individuals – what they need to do to be more effective – and we work at a deep level to help people understand themselves and plan their actions.

Profiling your key people

Using both psychometric evaluation and in-depth interviewing we work with each individual to create a meaningful profile of their abilities, their strengths



and, yes, their weaknesses. But, more importantly, we work with you to create a development plan that highlights a clear, structured programme towards progression and excellence in your role.

Psychronise

Finding the right candidate for a key role is, of course, crucial to corporate success. So it's vital that you use all the tools at your disposal to identify just that person. Psychronise assesses the suitability of your

key candidates using an integrated programme of different psychological methods and models that get to the heart of the individual – in terms of management style, cultural background and personality. Psychronise also ensures a successful transition for the individual as he or she moves into their new role, creating a framework that will allow them to make a powerful impact within your organisation.

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