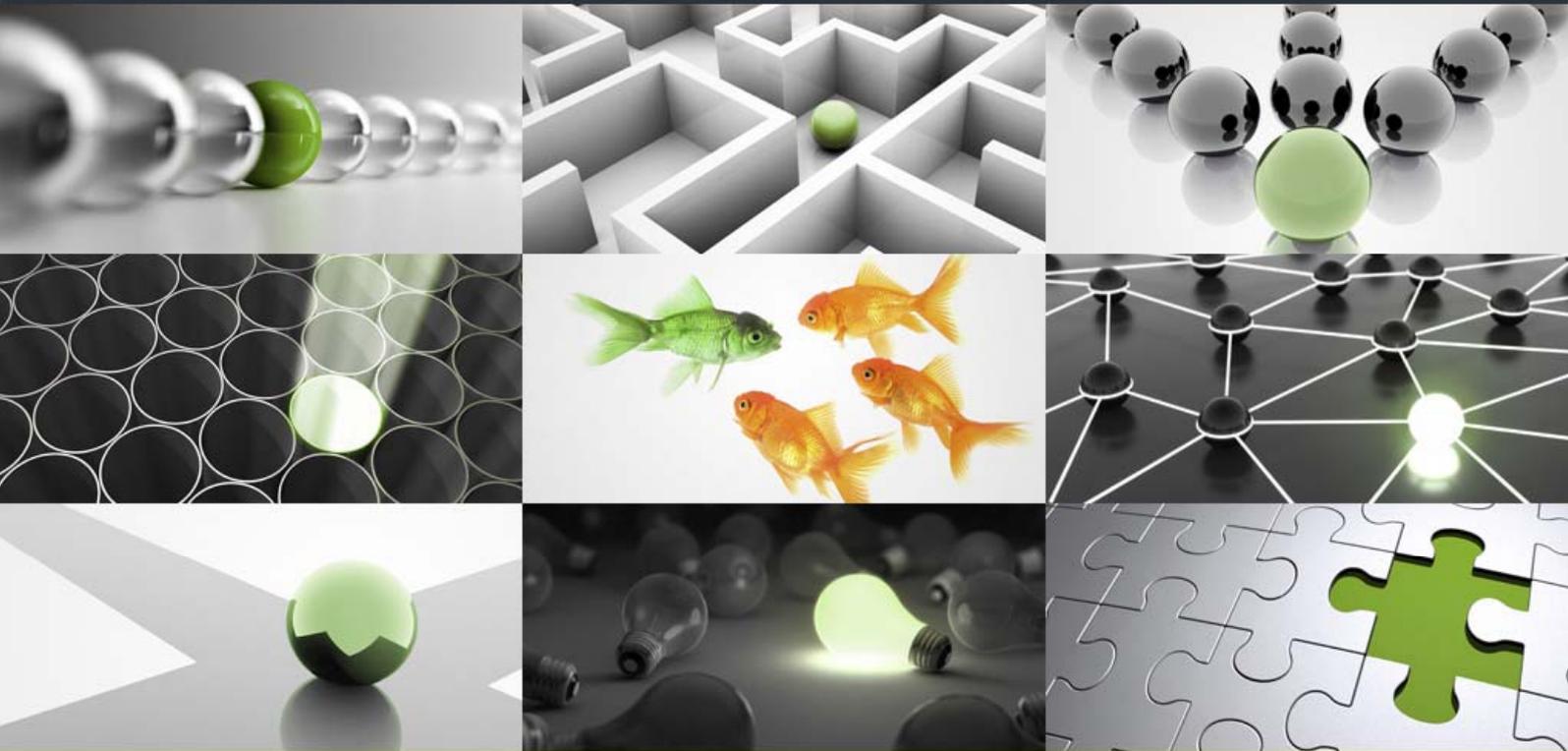


# rialto

people solutions for business



High performance & transformational leadership  
profiling & benchmarking (HPTP) programme designed to  
deliver your unique leadership index



**Recognising the Present. Informing the Future.**

**Working Together:**

**Your Career, Your Way – Creating & Realising Your  
Future Value.**



*Finalists of the  
HR Distinction  
Awards 2013  
in the Adding Value  
category*



*Winners of the  
Outstanding Organisation  
of the Year (SME)  
National Management &  
Leadership Awards*



*Finalists of the  
People Management  
Awards 2013  
Consultant of the Year*

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**Stand out from the crowd - create your difference, be different, really different!**



***“ We only have one future, and it will be made of dreams, if we have the courage to challenge convention. ”***

**Solchiro Honda**

## **Introduction to Rialto high performance transformational leadership profiling & benchmarking (HPTP) programme**

Executives rarely reach their full potential or role in an organisation by behaving in a chance manner. The highly successful Executive is likely to have a good understanding of the required capabilities, leadership skills and behaviours needed for the New World. In addition they probably have an informed perception of their own strengths and needs. However this can be lost in the day to day pressures of the workplace and expectations of delivery against an increasingly demanding schedule together with a blurred line of sight of peer competitor changing and improving capabilities and profiles.

Successful Executives are increasingly required to change more quickly than the world around them. By engaging in a Rialto high performance transformational leadership profiling and benchmarking programme, Executives have the opportunity to consider their personal style, interpersonal communication and/or leadership profile with a focus on taking action to reprofile personal strengths and development needs, objectively focusing on the factors and situations relevant to the personal goals and aims for their career and lives rather than within a previous / past specific organisational context.

### **Your unique leadership index: Drive Predictable success based on data visibility**

“In God we trust. All others bring data.”

Barry Beracha, former CEO of Sara Lee Bakery Group, used to keep a sign on his desk with this quote to emphasise the company’s organisational philosophy.

Many Executives are now fully appreciating how data and analytics can help them gain a true competitive advantage in the market. Analytics play a particularly vital role in the career success process by providing greater visibility into the future. In essence, it brings more “science” to the “art” of the career management process.

It doesn’t take huge resources to get started. You can start taking incremental steps to elevate your brand to be more data and analytics driven.

Use data to drive future decisions – the marketing-to-brand enhancement and reputation building process is a mix of art and of a science. As leaders move through more of the marketing of career skills cycle, this process will become more science. For example, data can help Executives tell which messages to send to which target career prospects and when. When this type of insight is applied to your career strategy process, you’ll begin to see significant improvements.

## Being different – No, really different

This programme shapes a framework to optimise career success, establishes KPI's and allows executives to use data to drive decisions. It is essential for Executives looking for something different to stimulate new styles of thinking. The feedback has shown that it has satisfied the thirst for new ideas whilst ticking all of the relevant boxes. This programme is for you if you are interested in any of the following:

- Human behavior & psychology
- Influence & persuasion
- How to best develop your thinking
- New experiences
- Learning & teaching
- Framing your ideas

The programme is all about:

- Exploring the art of possibility
- Stimulating creativity and innovation
- Transforming personal and professional life
- Tapping into your imagination

On the personal development level, it is about transforming:

- Self esteem
- Self confidence
- Self awareness
- Self motivation

Overall it acts as a catalyst for your future development within the New World.

## What challenges are leaders facing?

Beyond the obvious issues – recession, turbulent markets, political instability – there is a much greater challenge: how can leaders sustain their credibility so they can employ the essential 'soft power' needed to get people on side. Memories of press excess, MP's expenses, ministerial indiscretions and the Libor scandal are still vivid in people's minds so leaders need to demonstrate that they can act ethically. Decisions must stand up to critical review and leaders must be skilled in assessing risk and behaving honorably so they remain credible when things get sticky.

## The changing role of today's leaders

Perhaps the most significant change is the move towards becoming a transformational agent of change, recognizing the nature of organisations as complex systems. Instead of being a 'hero' leader driving things forward, it's more about being an adaptive one who can respond to context and help others deploy their skills to serve the organization. At the same time, the modern business leader must play a part in focusing people's efforts on serving the organisation's mission or purpose.

The role is an increasingly demanding and confusing one. We know that the multiple, on-going manifestations of global crisis have called many myths into question such as charismatic leadership or self-correcting markets or organisations being 'in control', but many of the suggested solutions look unconvincing. We see that, in the past, we swallowed some big ideas too easily, so we are more skeptical about any idea offered to us. Leaders are affected twice, with question marks over what ideas can really help them, and more question marks in the minds of their followers when they try to act.

## Investing for a new Paradigm

Honest and reliable feedback is invaluable in testing one's own perceptions, recognising previously unseen strengths, and becoming aware of blind spots in one's self-perceptions. All of this being undertaken against a volatile and fast changing market led demand for skills.

The implications of comparisons drawn from different stakeholder perceptions (with relative weightings attached) can then be explored. However the programme is not solely driven by perception intelligence but include hard data metrics which increase programme reliability and validity. An appropriate transformation plan can be created which addresses critical areas that are likely to impact the success of the Executive's life, career journey, wealth creation or engagement trajectory in the future.

Although simply having good information about strengths and weaknesses does not guarantee change, without this valuable insight, change is often unattainable. Actionable insights from this programme supported by a Rialto Coach/Mentor relating to actual or perceived performance/profile, when completed skillfully, can enhance the quality of strategic activity undertaken during an Executive's transition enhancing outcomes and ultimately programme success.

It's important to emphasise that the nature of high performance transformational leadership profiling and benchmarking programme is based on perception research, not conclusive fact and should be seen as a positive and motivating experience for Executives as such feedback provides a rare opportunity for growth and self learning.

## Making sense of chaos

Ultimately, our programme cultivates awareness and insights that enhance effectiveness in shaping the future / transformational personal brand / reputation, leadership capability and (required or desired) market perception which will accelerate transition, success and impact performance within your future target market segments.

## Why do I need to benchmark?

In the dynamic market relying on simple internal historic comparisons does not provide you or your stakeholders with the information required. You only get a true measure of your current position, and your potential success and value, when you measure yourself against market leading peers in the current or target market.

The programme provides you with true market leading comparisons far ahead of anything that internal or informal measurements can provide and helps promote a culture of challenge and continual improvement.

If you are serious about improving your value and achieving an industry leading position (or an improved competitive position) there's no substitute for a quality benchmarking, feedback and coaching support.

Armed with this information you are better equipped to lead the market rather than simply follow it.

## How to think like a New World transformational leader

Too often, people who are promoted to their first leadership position miss the point. And that failure probably trips up careers more than any other reason.

Being a leader changes everything. Before you are a leader, success is all about you. It's about your performance. Your contributions. It's about raising your hand, getting called on, and delivering the right answer.

When you become a leader, success is all about growing others. It's about making the people who work for you smarter, bigger and bolder. Nothing you do anymore as an individual matters except how you nurture and support your team and help its members increase their self-confidence. Yes, you will get your share of attention from up above – but only inasmuch as your team wins. Put another way: Your success as a leader will come not from what you do but from the reflected glory of your team.

*Source: Jack Welch, Management Institute*

## High performing transformational leadership profiling & benchmarking options

- Section One – Stakeholder feedback – career direction
- Section Two – Stakeholder feedback – leadership capabilities
- Section Three – Stakeholder feedback – leadership style
- Section Four – Stakeholder feedback – leadership benchmarking
- Section Five – Stakeholder feedback – peer assessments
- Section Six – LinkedIn analysis and comparatives with peers in either the same or target league table
- Section Seven – Some hard metrics
- Section Eight – Transformational leadership capabilities benchmarking (RWG-TLQ)

**Successful Executives  
ignore the status quo,  
challenge the rules  
and change the game.**

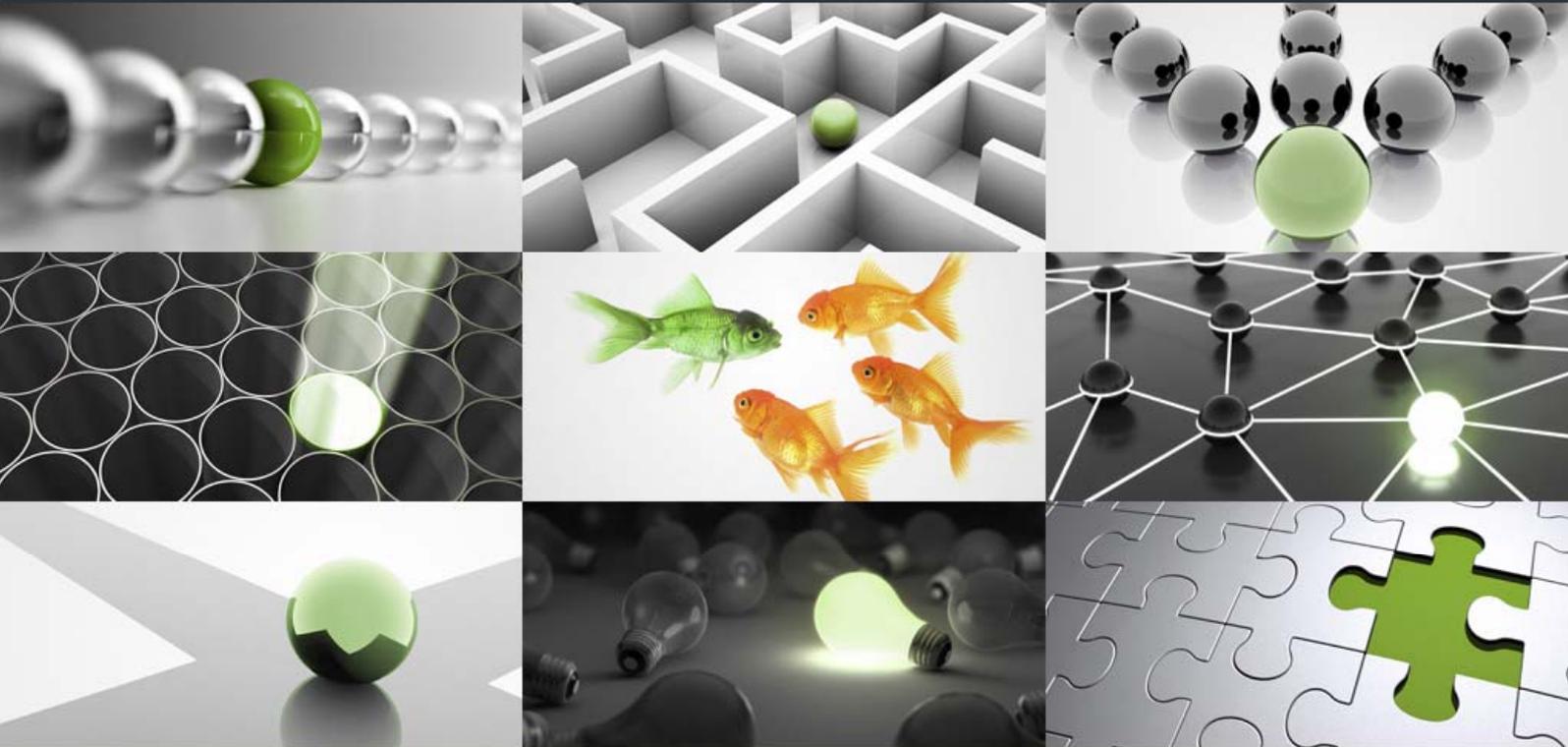
***We should know.***

Successful & adaptable executives see things differently. They spot opportunities others don't.

They look for new ways of doing things. They take advantage of complacency.

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