



INNER GAME FITNESS AT WORK



*"A **Proven Psychological Process** for individuals, teams & organisations to excel at the mental game of work and health."*

Bespoke programmes for transforming inner game performance in leaders, managers, teams & those in career transition.

This is your invitation to play a higher performance game

Partnering to deliver: Employer Branding, Development Centres, Leadership & Management Development, Exec Coaching, ILM Accredited Coaching, Change, Assessment, Psychometrics, Career Review, Outplacement & Career Transition, 360 Feedback, Engagement – Wellness – Resilience Facilitation.

HDA is a shareholder in and founder member of CareerNet International (CNI), a network of career transition management and outplacement firms across Europe, North America, South America, Asia and Australasia.





In the race of life, the winners are always those who have a winning mindset. Psychological fitness generates that mindset

The state of mind of a sports champion which makes them stand out above all other equally skilled and physically fit competitors is a sense of their personal power. That very same state of mind also sets apart people and organisations in a challenging and competitive business environment.

The engine that creates and drives this sense of personal powerfulness is psychological fitness.

WHAT IS HIGH PSYCHOLOGICAL FITNESS?

The good news is that psychological fitness, like physical fitness, can be acquired – and that's what we're all about. By helping your people become more psychologically fit, we help them use all their strengths, and to discover some they may not previously have realised they possessed.

We build and unleash the strengths and power you need to perform at your optimum, whatever your role.

Drawn from the best of the new science of positive psychology, and the outstandingly successful practical techniques of sport psychologists, this unique personal development process is an holistic approach which can transform the way you think of yourself.

HOW DOES IT WORK?

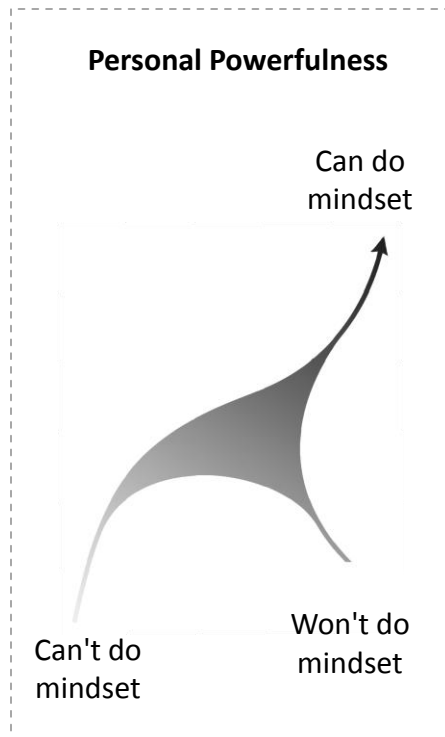
The approach aims to create greater self-awareness, and helps you choose to leave behind dysfunctional habits of thought and behaviour. The outcome is a much greater sense of personal power, and a growing 'can do' attitude.

WHO DOES IT WORK FOR?

The truth is that virtually everyone can benefit from greater psychological fitness. It is acutely relevant for people facing workplace challenges, such as senior leaders, managers and teams. And for those in transition, it can mean the difference between successful change - or a disastrous and painful fall from grace.

WHERE DOES IT WORK?

It's not just workplace challenges which confront people. Outside work – in life, in sport – success is always built on a firm foundation of psychological fitness.





Our bespoke Psychological Fitness programmes or 1:1 coaching is interactive, involving and has a sustainability focus

In all our work we have a passion for creating real and sustainable change. Our experience is that to achieve this we must take participants on a journey of a supported learning rather than delivering a one off training intervention.

To help us achieve this, we aim to engage people in a meaningful learning experience. We adopt a variety of interventions designed to enlighten, inspire and intrigue participants.

The key to our success is that we have recreated the kind of 'natural learning' that makes people what they are. Sometimes, that person is less than perfect. Our aim is to help people to understand why this is, and move on.

In effect, we invite participants to retread their steps and take a different path towards becoming the powerful, confident and successful person they always could be.

This is the secret to our unique trademarked Learned Powerfulness® process.

BENEFITS FOR INDIVIDUALS

Psychological Fitness training :

Builds business-critical strengths such as confidence, commitment and resilience

Helps release potential so performance soars

Changes 'can't do' and 'won't do' individuals into 'can do' people

Creates great leaders and valuable team members



BENEFITS FOR THE TEAM

Greater psychological fitness helps team members:

Understand the complexity of working together much better

Discover and remove the blocks which are preventing better team performance

Sustain a team atmosphere where people willingly deliver more

Appreciate and deal with conflict positively

Deliver against ever more demanding business objectives

BENEFITS FOR ORGANISATIONS

A psychologically fit workforce are:

More engaged

More motivated

Better able to cope with high demand without becoming stressed

More productive

All of this has a considerable impact on the bottom line, through higher productivity, less absence and staff turnover



INSPIRATIONAL LEADERSHIP

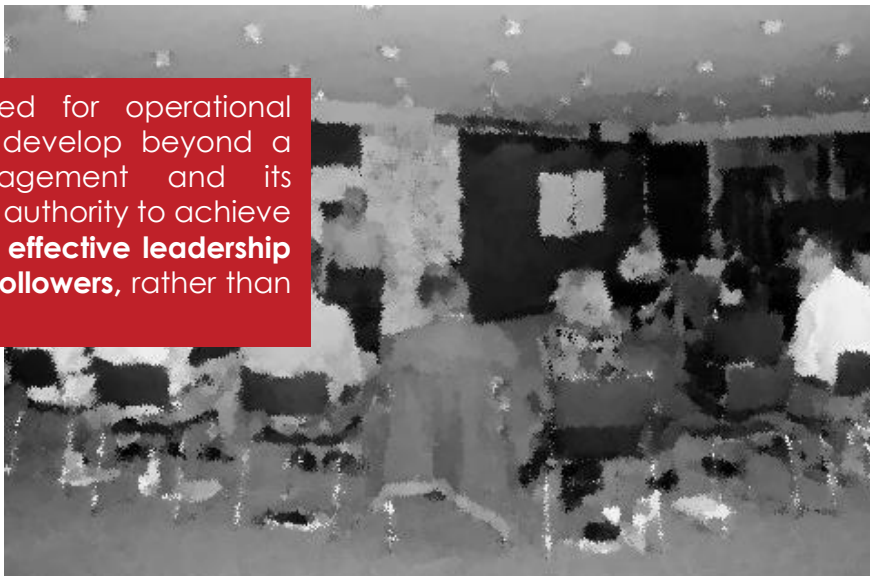
with Alan Beggs (BSc, PhD)



ALAN BEGGS: One of the first sport psychologists in the UK. He had a part to play in 25% of the medals which Britain took home from the 2000 Olympics in Sydney. He has been involved in management development for more than twenty-five years, and helped pioneer the movement to bring coaching to Britain's workplaces. He has developed cutting-edge processes to help build Strengths and Engagement in the corporate world, drawing on insights and techniques from Sport and Positive Psychology.

This **flagship programme** is designed for operational leaders & managers who need to develop beyond a transactional approach to management and its associated over-reliance on positional authority to achieve results. It will enable them to develop **effective leadership skills, creating committed and willing followers**, rather than compliant subordinates.

The programme focuses on developing increased **self-awareness** and **practical tools**. It is highly interactive, and involving, with a strong focus on sustainability. Each programme is tailored to the client's needs and integrated with existing business processes for relevance.



This programme is delivered to groups of between eight and sixteen in a coaching environment. A typical duration is 3 months - combining consultation, design, launch, workshops, review & coaching support.

Features

- ✓ Utilises The Human Dimension's unique **Learned Powerfulness™** process
- ✓ Based on descriptive research on the competencies of transformational and transactional leaders and the application of The Human Dimension's model of Psychological Fitness
- ✓ Explores self-awareness and the nature of personal as opposed to positional power
- ✓ Develops greater psychological fitness
- ✓ Aligns personal and business agendas
- ✓ Tailored to organisational needs

Outcomes

- ✓ Authoritative, coherent and operationally sound approach to leadership
- ✓ Improved self-awareness, focus, resilience and commitment in achieving results as an operational leader
- ✓ Enhanced ability to achieve results without using positional power
- ✓ Greater understanding and the ability to create a motivational environment that encourages responsibility-taking
- ✓ Motivated followers rather than compliant subordinates
- ✓ Improved ability to produce results that positively impact on the business

THE LEADER'S PROGRAMME CASE STUDY



Tony Bentley, Assessor for the Institute of Supervision and Management:

"I have seen many action plans work back in the workplace, but this was different. People interacted dynamically and with mutual respect"

Leaders Run Race To Win Survival of The Fitness In Competitive Market

Background

A manufacturer of refrigeration units for the large supermarket chains was trading in a cut-throat market. The Board realised that to survive they would have to increase production yet keep costs down, but before that could happen, underlying cultural issues urgently needed to be addressed.

The culture of the company was aggressive with people using their positional power to get things done. It was very much a 'do as you are told' organisation; bullying and oppression were the norm. As a result, morale was low and people felt totally undervalued. There was high staff turnover, unacceptable sickness levels, and a silo mentality. Output, quality and customer satisfaction was low.

Three five-day programmes were organised for all the managers and team leaders from the manufacturing section. They were centred on improving Psychological Fitness levels, but also focused on helping participants find practical ways to operate together more effectively.

"As a result of the interventions people became energetic and creative. Productivity and quality improved, as did communication with other departments. Wastage was also reduced. Their approach is quite unique and very powerful."

- Bill Harding, HR Director

RESULTS – Tangible Impact on Workforce Climate

The programme had a major impact on the workplace climate. Differences were recognised as strengths, and as better interpersonal skills developed, old animosities were resolved in a mature way. Much more mutual support was provided, ideas were encouraged and confidence grew. Effective team working developed and as a philosophy of win/win grew, silos melted away.

When we started the intervention, the output was 55 units per week; each taking 55 hours to come off the production line but only 85% complete. The unit cost was high, as overtime working was needed to achieve even this level of output, and inefficiencies in working practices created high wastage.

Three months later, production had **increased to 85 units per week** but the time taken to complete each unit had reduced to 38 hours and each unit was **now 95% complete. This represents a 235% improvement in productivity.**

Wastage and absenteeism also reduced, and customers expressed their delight as disruption to their businesses evaporated.

And as a result of this improvement, workers take-home pay actually fell, as they were no longer doing the overtime hours. What replaced this was an immense feeling of pride that the company was now trading successfully, and that everyone had contributed to this success.

OUR PROGRAMMES MAKE YOUR PEOPLE THE BEST THEY CAN BE. WE'VE DONE IT FOR OTHERS



We partner with organisations including many of the largest and most successful organisations in the world, as well as to the public sector and SMEs. We develop long-term relationships with the organisations with which we work, delivering a broad range of human capital consultancy projects and services throughout the full employment life cycle.

* Some of our clients:



A quality accredited HR / Learning & development solutions provider operating across all sectors for over 30 years

Our mission is – helping employees:

Perform better in their current role (principally: assessment for development, coaching, blended learning solutions)

Fit better within their organisation (principally: assessment for redeployment, staff engagement / EVP consultancy, surveys and focus groups)

Transition successfully into a new role (principally: career transition support for onboarding, re-deployment, outplacement and retirement)

We work across the UK and internationally. Organisations work with us because of our blended offering, our established international network, our client relationship flexibility and our uncompromising outcomes-focused approach to everything we do.