



Development of strategic leaders who can make a difference

Square Peg support

Our approach to supporting leadership development programmes is not programmatic. We do not rely on a standard programme or approach and believe that each situation is unique and needs to be dealt with in a bespoke manner. We base any intervention around the concept that strategic leadership is an observable, learnable set of practices and behaviours. It is not something mystical that cannot be understood by most people. We clarify the strategy, the implications for individual performance, identify the business needed for collective or team work, and recommend and/or implement new operating cultures. We often use a series of meetings and workshops to gain agreement on priorities based on an assessment of the issue's degree of impact on the organisation versus their ease of implementation.

The result

Individuals and teams become aligned to their organisation's strategies; clearly understand what is expected of them in terms of both behaviours and deliverables, and executives' commitment to implementing these goals.

The challenge

Rather than give you a brief outline of one specific client who has leadership development challenges, we thought that presenting a few clients with similar executive needs would demonstrate our work in this area. The challenge in these cases are to develop and align leaders within a large UK based retail chain, a global pharmaceutical firm, a Trans-Atlantic insurance firm specialised in the area income protection, and the 10th largest retail organisation in the USA. These clients are going through a process of stretching their leaders individually and collectively to become high performers.