


The **EDGE**

Programme detail

January - December 2022



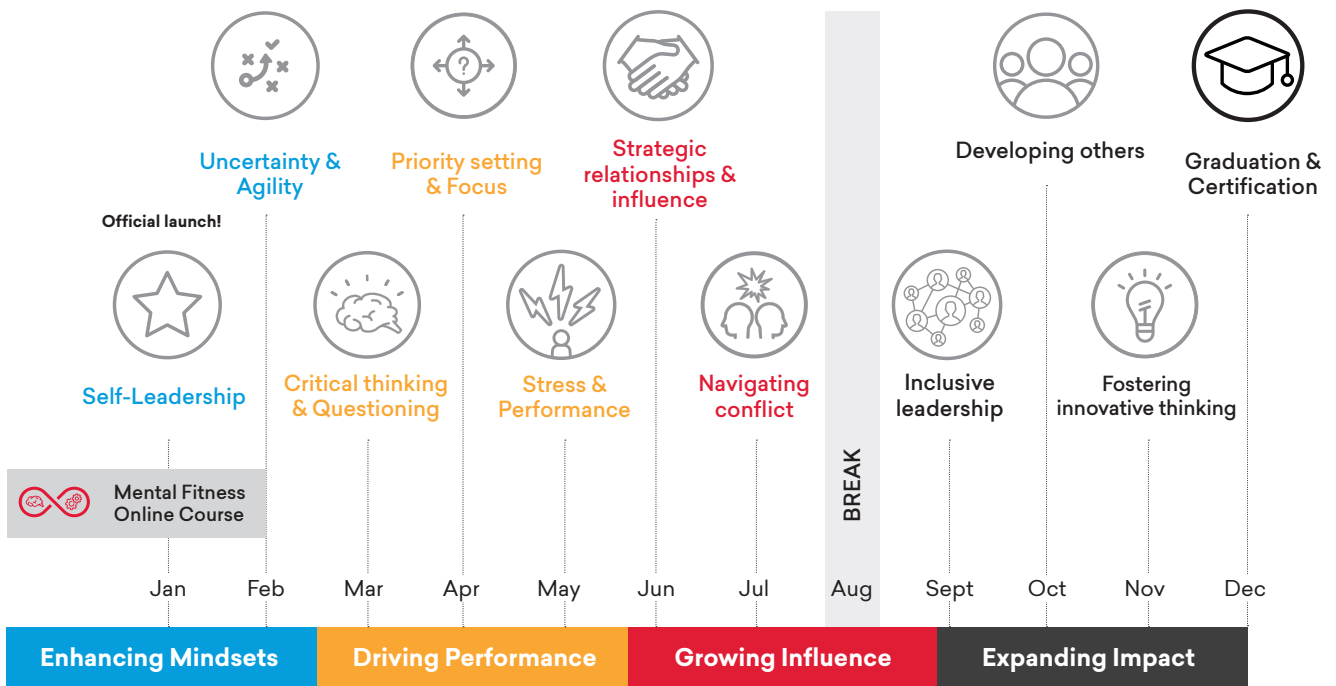
**How do you
cultivate the
mindsets, skills and
capabilities
required for the
rapidly-changing
future while
continuing to lead
your business?**



The **EDGE**

**A done-for-you learning
journey built around your
team's busy schedule that
drives behaviour change
and improves motivation,
performance and impact.**

The EDGE development programme





Enhancing mindsets

Self Leadership

Optimize your mental fitness to navigate challenge, change, and setbacks

Uncertainty and Agility

Learn to thrive through change and develop an agile mindset



Driving performance

Critical Thinking and Questioning

Move from executing requests to uncovering the why that drives them

Priority Setting and Focus Gain clarity on what really matters and optimize your capacity

Stress and Performance Capitalize on positive stress and thrive in chaos



Growing influence

Strategic Relationships and Leveraging Influence

Build your network and influence via strategic partnerships

Navigating Conflict

Lean into conflict through critical conversations



Expanding Impact

Inclusive Leadership

Enhance your cultural intelligence and unlock the benefits of diversity

Developing Others

Become a talent catalyst through coaching, mentoring, and modeling

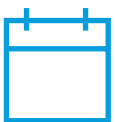
Fostering Innovative Thinking

Dare to challenge the status quo, find new solutions, and creatively solve problems

The EDGE development programme



A 'done for you' solution focused on mindset, agility, influence and impact



Delivered via monthly interactive and action-focused live webinar sessions



A community model where your people expand their network & learn from others



A license-based, scalable solution for your organisations' needs and budget



High-impact and cost effective, with no need for time out of the office



Improved engagement, retention and performance, across your workforce

The EDGE sharpens Teams & Leaders

Continuous Development

Unlike one-and-done solutions that lose impact over time, The Edge offers ongoing guidance and access to a community of coaches and experts.

Measurable Gains

Practice makes perfect, not theory. The EDGE delivers hands-on training that will increase your team's impact within the first 4 weeks.

Designed for Impact

Intentionally curated by experts to include the core skill sets needed for any emerging leader to thrive in 2022.

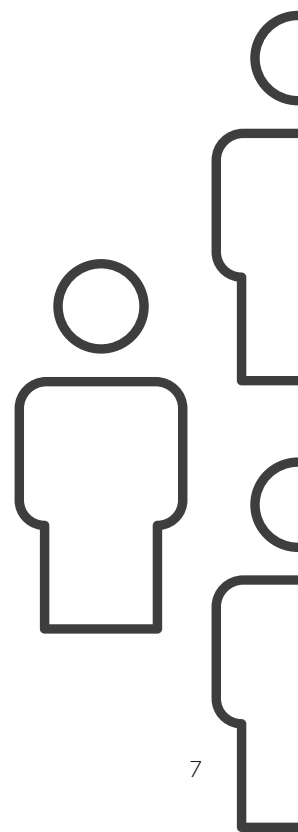
Benefits for leaders

- **2-5 hours of time back** per week due to fewer requests for 1 to 1's
- A more **independent, influential** team who need support only on the big stuff
- **Focused** people who manage themselves and their time, bringing you decisions rather than open questions
- Creative **problem solvers** who can reframe setbacks into opportunities to always move their projects forward
- A team that is more **productive and self-regulating** under pressure
- **Peace of mind** that your team are getting the support to become better business leaders



Benefits for teams

- Precise understanding of where they need and want to 'step up' and of how to deflect internal resistance to their growth
- Clarity on where to focus energy and resources especially during times of heightened pressure and stress
- Advanced interpersonal skills for greater effectiveness in achieving their agenda
- Increased impact in the business
- Heightened adaptability and confidence in the face of change, challenge and uncertainty
- Accountability for their progress on actively enhancing and improving their performance



Who is it for?

Managers and Executives

mid level managers
who want to take
their leadership to
the next level

Marketers

who want to expand
their influence and
impact through the
business

Support Functions

who want to enhance
their business part-
nering skills and learn
to lead

L&D and HR Professionals

who want to be at the
forefront of leader-
ship development





Enhancing Mindsets

Learning the skills and methods
to regulate our emotions and
responses for better working
relationships and more effective
outcomes

January and February

Enhancing Mindsets

Mindsets and behaviours are fundamental to cultivating agility. It's essential participants enhance their self-awareness and learn how to access their inner resources for growth. Skillfully responding to change, challenge and stress takes self leadership and inner confidence - but most of all it takes practice.

Emotional and social intelligence, growth mindset, mental fitness, self leadership, navigating change

January

Self Leadership

Self-leadership is the practice of intentionally influencing your thinking, feeling and actions towards your objective/s. Perception is the gateway between our inner world and our outer world. Fully understanding how you interpret events and situations which happen in your working life will go a long way in helping navigate them with emotional intelligence. In this session uncover the narratives you're overlaying onto life and learn how to rewrite them for enhanced motivation and performance.

February

Uncertainty & Adaptability

Our propensity to manage uncertainty and change has quickly become an essential modern skill. When we are adaptable, we don't deny that reality has changed, we lean into the discomfort and our ability to shift with it enhances. But it's not easy- we teach you how to get more comfortable with the uncomfortable.

When we are resilient, we find ways to persevere, even in the face of challenges, because we have enough belief in ourselves. There are 3 keys to cultivating resilience which we share in this short, sharp but practical session.



Driving Performance

Understanding the ingredients
for motivation, momentum and
productivity

March, April, and May



Driving Performance

Get the focus to cut through the clutter in a world of too many priorities and too much urgency. It's too easy to say 'yes' and be distracted and overloaded by the wrong things. By learning to ask the right questions at the right time, you'll become a true strategic partner to your business. Become adept at recognising and pushing back on non value adding activities freeing you up to focus on what matters. The trick to performance is not doing more, it's working differently and knowing how to manage different stresses to unlock sustainable performance.

priorities, pushing back, good stress, sustainable performance, critical thinking

March

Critical Thinking & Questioning

Assumptions in business kill clarity. The time we take upfront to fully understand what is being asked of us directly correlates with the impact of the final output.

Learn how to create clarity around a brief, ensuring you ask the right questions to get to the core of the challenge and make people feel understood and supported.

Cultivate the confidence to have discuss and question briefs, projects, strategies in an intelligent way that drives better outcomes.

April

Priority Setting & Pushing Back

With ever increasing demands vying for our attention, it is becoming more essential to proactively manage our focus.

Using the 'Question Matrix' and 'Workload Mapping' tool learn how to focus on what matters and practice negotiating key outcomes (speed/quality/depth) to create clarity and unlock productivity while avoiding the busy trap.

May

Stress & Performance

Understanding your relationship to stress is a large part of unlocking sustainable performance

A hands-on session that teaches how to reframe your relationship with stress, recognise that stress can also be leveraged for good. Get the chance to practice the same tools used in the marines to effectively manage peak situations enabling you to stay focused



Growing influence

Moving from building
relationships to strategically
influencing outcomes and
decisions

June and July

Growing Influence

How you show up in the business is rooted in both your communication style and the quality of your relationships.

Build meaningful connections and leverage relationships to break down silos and intelligently influence outcomes. Learn to think strategically and intentionally about your partnerships. Building meaningful relationships through trust and dialogue expands both your network and collaboration capacity.

Embrace the critical conversations that matter, by learning and practicing how to listen for understanding and skillfully navigate tension and conflict.

active listening, persuasion, collaboration, strategic relationships, influence, presence, meaningful connections, conflict management

June

Strategic relationships & influence

Whilst many relationships happen organically, at a certain point it becomes important to think strategically about how and where you should be investing in your business relationships.

But knowing the right people and having deep enough relationships with them can be the difference between success and failure. develop a professional relationships strategy showing you where and how to build stronger relationships with the people that matter.

July

Navigating Conflict

Conflict in the workplace is unavoidable. But the ability to recognize and understand the nature of conflict, how to address it and then bring a resolution will serve you well as a team member and leader.

Learn how to deal with and diffuse tension in the room, tune-in with empathy and communicate to an effective resolution.



Expanding Impact

Enhancing our presence and
impact in the business

September, October, and December



Expanding Impact

Expanding your presence requires the next level of skill development. Enhance your cultural intelligence and unlock the benefits of a diverse team through the 'inclusive lens' of leadership.

To drive impact we need to enhance the creative thinking, problem solving and decision making capabilities of ourselves and others. Practice how to develop others through the coaching relationship. Learn how to explore and manage new business ideas and pivot your existing 'innovation thinking'

talent catalyst, leadership, culture diversity, inclusion effective decision making, creative problem solving, innovation, coaching, mentoring

October

Developing others

Stepping into leadership is as much about how you develop others as it is about developing yourself. Learn the essential skills for coaching your team to the next level. Practice how to give and receive feedback in a constructive and emotionally intelligent way. Regardless of whether you have direct line reports, these skills are essential for growth.

September

Inclusive Leadership

Sameness thinking and doing things the way they have always been done are no longer an option. Instead, there is a need to utilize different thinking and multiple perspectives to innovate and create better business results. Understand the power of opposites and mitigate unconscious bias while effectively driving outcomes through cultural Intelligence and diversity thinking.

November

Innovative thinking

Expand your thinking beyond defaulting to brainstorming solutions and instead learn to question, fully define and 'sweat' the problem. This technique can lead you to much more creative (and often faster or cheaper) solutions.

Use our simple 4-step technique to easily reframe your challenges before taking action. Thus, generating many more possibilities forward than originally thought.

Meet the trainers



Aldo Kane
Former Royal Marines
Commando Sniper



Tendayi Viki
Innovation consultant



Jodie Rogers
Leadership & Mental
Fitness expert



Dr. David Wilkinson
Ambiguity and
Uncertainty Expert



Kate Hickey
Facilitator and priorities
specialist



Bobby Bovell
Inclusive leadership
consultant



Nicky Perfect
Former hostage
negotiator & communi-
cations trainer



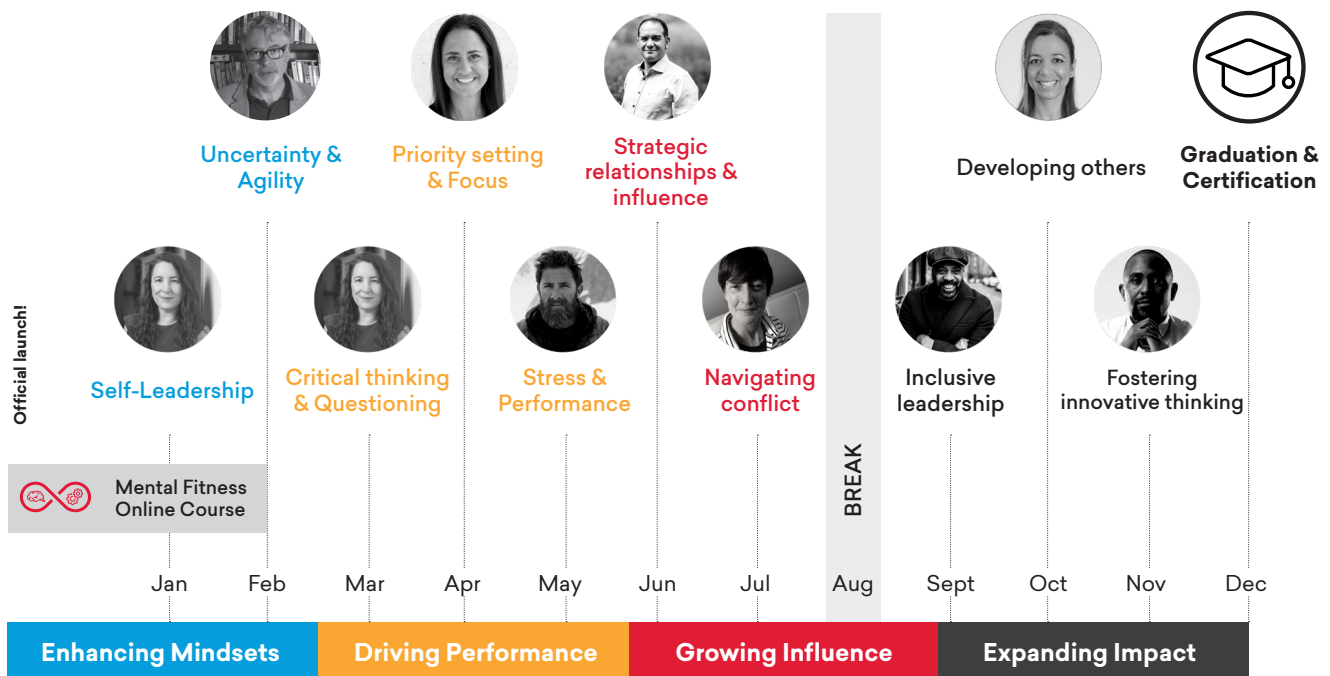
Andy Lopata
Professional
Relationship strategist



Des Cristophi
Executive coach &
facilitator



The EDGE development programme



*10 sessions spread over the year

About Jodie



Jodie Rogers
Leadership & Mental
Fitness expert

For nearly 20 years it's been Jodie's business to understand what makes people tick, and to use that learning to help them be more engaged, feel more empowered and so become more productive for the business they're in.

As a **human behaviour consultant, skills trainer, and facilitator** with a background in **psychology and interpersonal communications**. Jodie founded her company Symbia with a specific focus of helping **leaders build dynamic teams of emotionally and socially intelligent individuals** who are pro-active problem solvers, resilient in the face of change. With her team, Jodie works closely with global corporates empowering them with the insight and courage to drive business results and **unlock the importance 'Mental Fitness' as a catalyst for growth.**

Jodie is Author of #1 Amazon best seller 'The Hidden Edge – why mental fitness is the only advantage that matters in business' the core insights of which inspired the game changing leadership development programme 'The EDGE'.



Dr. David Wilkinson
Ambiguity and
Uncertainty Expert

Editor-in-Chief of the Oxford Review, Dr. Wilkinson lectures, researches, and writes about the psychology of ambiguity, uncertainty and emotion regulation. He is a teacher at University of Oxford, along with 3 others in the UK and had taught at Universities in 23 different countries.

He was Head of Evaluation at National Police Training. He has served in the UK military & Police and was the lead facilitator on the Cranfield Disaster Management Programme and for the Kent Disaster Preparedness Division. He has worked with many organisations including Schroders, Royal Mail, Aimia, Hyundai, The RAF, The Pentagon, the governments of the UK, US, Saudi, Oman and the Yemen helping them navigate uncertainty and ambiguity. He is the author of *The Ambiguity Advantage: What great leaders are great at*.

As a facilitator core team member of Symbia Partners, Kate has worked with teams at Unilever, Atlas Copco, JDE, and Barclays – just to name a few.

She understands the never-ending demands on your time and how to prioritize what matters.

Kate uses practical tools and techniques to help teams defend their focus, push back, assert meeting discipline, and prioritize their time and energies through sustainable methods.

Kate has years in business training and specializes in operations efficiency and problem solving.

Kate's writing on prioritization and boundary setting has been featured in Yahoo News, Glamour, and Forbes and Kate embodies the Symbia standard of dynamic facilitation, straight-talk, and insider knowledge.



Kate Hickey
Facilitator and priorities
specialist



Aldo Kane
Former Royal Marines
Commando Sniper

Aldo is a World Record Setting adventurer, extreme, remote & hostile locations expert and former Royal Marines Commando Sniper. Functional fitness has been a touchstone in my life, allowing me to pass the hardest infantry training in the world at the age of 16. Having completed 13 world first expeditions from the high seas of the Atlantic to the jungles of South America he understands the co-relation between stress and performance.

Over the last 20 years, he has operated in some of the world's toughest, most extreme environments leading expeditions into erupting volcanoes or deep into cartel held jungles, it requires much more than that. Aldo shares his real life experiences in a humble but applicable way, he recognises the importance of mental fitness in surviving and surpassing the challenging obstacles he's faced in his life.

Andy Lopata is an acclaimed professional relationships strategist, with global clients including Paypal, GlaxoSmithKline and Brother.

He has written five books on networking and professional relationships and has often been quoted in the media, including The Sunday Times, Forbes.com and The Independent. Andy holds the PSAE award – that's the UK's top award designed to recognise excellence in professional speaking. He's a Fellow of the Learning and Performance Institute (LPI), and a Master of the Institute of Sales Management.

He started working in networking in 1999, and spent eight years as Managing Director of a UK networking organisation that had over 2,000 member companies.



Andy Lopata
Professional
Relationship strategist



Nicky Perfect
Former hostage
negotiator &
communications trainer

With 30yrs at the **Met Police** and the last 10yrs spent as a **hostage and crisis negotiator for Scotland Yard**, Nicky has many stories to tell about the importance of listening. She has travelled the world teaching negotiation and working with Her Majesties Government on international operations (kidnaps, crisis negotiation and suicide intervention). Nicky spent many years as the Director of Training (and was the first female director) of the **National Hostage & Negotiation Police** training unit in the UK. Nicky is on a mission to use her skills as a negotiator to help others improve their communication and ultimately their relationships in work and in life.

Bobby is passionate about the link between diversity, inclusion, creativity, innovation and growth. He served as an ordained minister, metropolitan police constable, business coach and is an award winning recording artist. As a practitioner, with 17 years of experience, he brings insights from his experiences in diverse communities to companies, empowering them to overcome the limiting beliefs in their way.

As a facilitator Bobby uses practical examples to shed light on how business' can become more diverse and he specialises providing a structured understanding of how to implement creativity in business models and products by enhancing inclusivity and diversity. He has done work with the HMS probation service on unconscious bias in the UK and worked with diversity projects and workshops in the technology industry.

Bobby is fluent in English and Danish



Bobby Bovell
Inclusive leadership
consultant



£1,250 per person, per year

- For numbers over 25 we can offer group prices. The bigger the group the nicer the discount
- We will monitor attendance of all participants, follow up with them and update you
- If participants have not shown up 3 times in a row, they are off boarded and you get to offer their spot to someone else





Measurable impact

Protect Your People and Your Investment through Measurable Results

Our Symbia differentiator is measurable outputs in development, engagement, and productivity. Through pre and post workshop surveys, as well as with participation check-ins throughout, we will be measuring progress and protecting your investment. Nothing for us is ever “one and done”. You will receive a quarterly update on your team’s performance so you will always know how your team is developing through the programme.

12 month development programme results

77%

agree that program has helped them improve their performance in their job

79%

of respondents claim to have more confidence as a result of the programme

80%

of respondents believe ‘the investment the business has made has been valuable both to me and the business’

88%

of respondents feel very or extremely motivated in their role*

86%

of respondents felt well or very well-equipped to handle pressure and stress*

*A **15% increase** from the programme start

*A **26% increase** from the programme start

* 300 participants

6 month development programme results

* 50 participants

86.66%

Agree that the programme had improved their job performance

23.33% Strongly agree
63.33% Agree

89.65%

Agree that the concepts, techniques and tools shared are valuable and easy to apply

37.93% Strongly agree
51.72% Agree

86.66%

Agree that the course has increased their confidence in their role

23.33% Strongly agree
63.33% Agree

93.33%

Agree that the investment the business has made in the course has been of value personally and to the business

40% Strongly agree
53.33% Agree

Frequently Asked Questions

I'm not convinced that virtual can work as well as face to face?

The pandemic has shown us differently. But, in some instances, you can't beat face to face, and we don't propose replacing it. Your annual team sessions and leadership workshops are extremely important and we love running these types of sessions. But what we know from our experience is, no matter how powerful these sessions are, the engagement and goodwill that comes from them dissipates after 4-6 weeks. What we are offering here is to build on those sessions and create momentum and accelerate growth throughout the year. Empirical evidence shows us that when we embed learning, practice new skills and offer continued support that's when real behaviour change takes place.

My team are already really busy ... will they need lots of time to make this work?

No, it will be maximum 2hrs per month. You will see your team improving after the first 4 weeks: less hand holding for you and increased productivity from the team are only two of the positive changes you'll see. The time they spend at the EDGE will be made back (and multiplied!) through their new learned efficiencies and focus.

Wouldn't one on one coaching be more effective?

It can be, but one on one coaching is more effective for specific and personal development goals. It's the gold standard when there is plenty of time and money to invest in individuals. If you want your people to grow together, at scale and affordably, then it's important to bring the collective through the learning path at the same time in the same way. Because of this need, plus shrinking budgets, we have deliberately built in efficiencies into our model to make it impactful, sustainable and cost effective. But, we also offer one on one coaching sessions to complement the experience, especially if there is a desire for accelerated growth.

My team are already really busy ... will they need lots of time to make this work?

No, it will be maximum 2hrs per month. You will see your team improving after the first 4 weeks: less hand holding for you and increased productivity from the team are only two of the positive changes you'll see. The time they spend at the EDGE will be made back (and multiplied!) through their new learned efficiencies and focus.



About Symbia

Who we are

Symbia was founded on a simple idea: that there's a direct, symbiotic relationship between our teams and ourselves, that our workplaces and our well-being are intertwined. Work is so much more than just a job—it's where we spend half our waking lives.

We help people build mental strength, resilience, and agility to be better for the long term, not just when crisis strikes.



What we do

Through our bespoke learning sessions, leadership & team workshops, and virtual programs –



We bring a unique expertise that is the result of our experience working with and inside of global brands & corporations

About Symbia



How we're different



Insiders Outside

we understand your challenges, because we used to be you. Our experience working within companies large and small is exactly what led us to become consultants. Because of this **we understand how big organisations and their teams function.** We know the challenges and opportunities that exist for all levels of the business and aren't afraid to ask the hard questions to keep you moving forward.



Practical & Action orientated

we're not here just to inspire and motivate you, we know that magic dust wears off too quickly. Our sessions have to be **highly practical, easily applicable** AND stop you from getting sucked into 'business as usual' on Monday. As such, we embed the thinking into your reality while we are together, and through our '*accountability sessions*' we'll keep you and your team focused on the long game.



Measurable impact

we know it's hard to show the ROI for the work you do with your teams, that's why we do it for you. Being able to demonstrate tangible outcomes is as important to us as it is to you. Wherever you're looking to improve - we partner with you to offer measurable data (or outputs) to justify time and investment!

A selection of our trusted clients





About Symbia

Our core team

Our team encompasses an array of competencies beyond professional development, such as qualitative & quantitative market research, human resources, marketing, branding, design, and corporate education for industries including healthcare, tech, telecom, financial services, consumer goods, and non-profit organisations.

We draw from this vast experience to deliver 'beyond the brief' for our clients and their teams.



Kate Hickey
Director Client
Experiences



Martina Maguire
Project
Co-Ordinator



Hannah Benton
Qualitative
Researcher



Emma Jarvis
Qualitative
Researcher



Jordan Rodger
Learning
Designer



Pablo Langa
Corporate Education
Tech Advisor



**To learn more
about our programs
& content for teams
and leaders, send
us an email:**

team@symbiapartners.com

