

The **EDGE**

Always on, development journey

Powered by  Symbia

February - December 2023

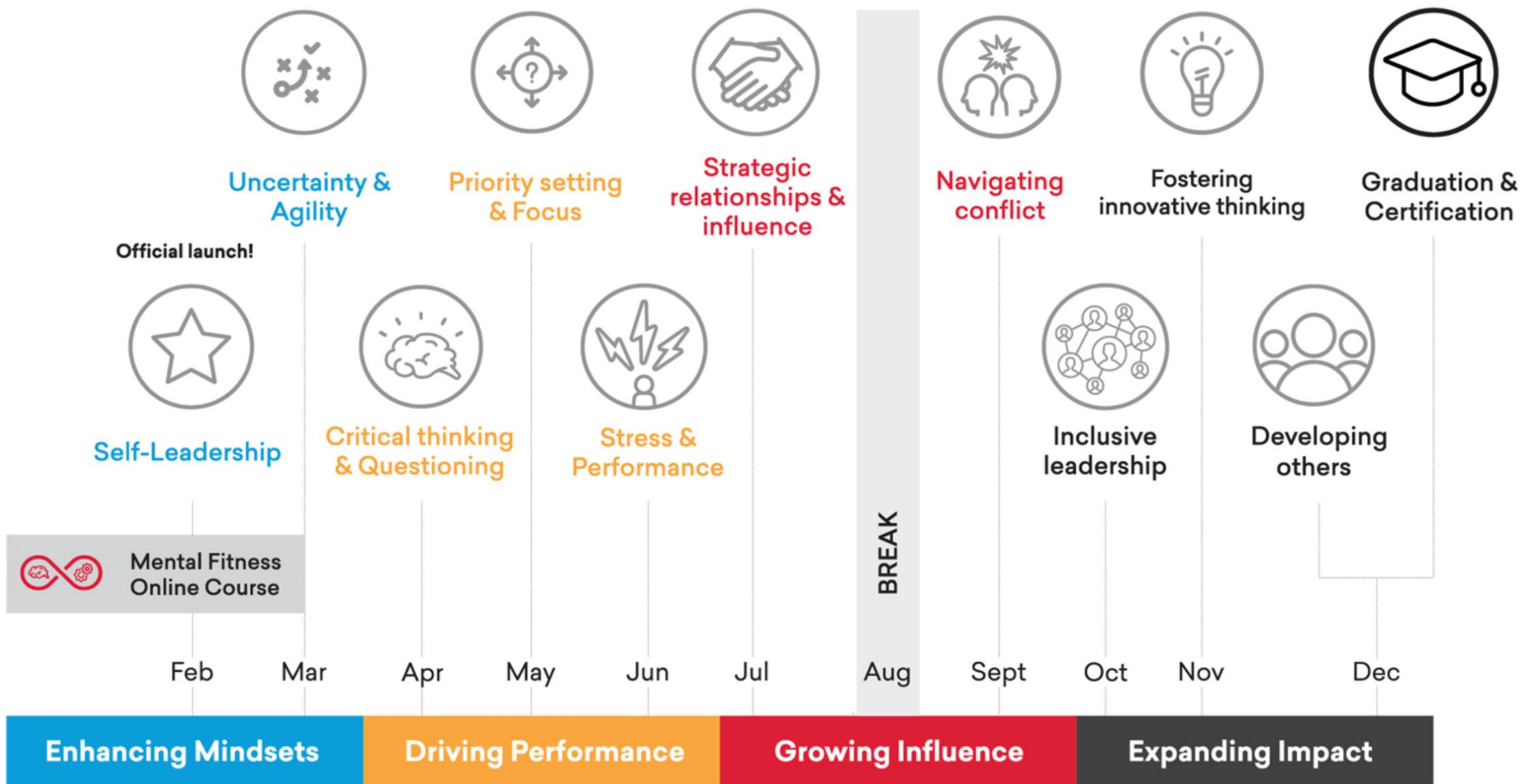
We all want adaptable and agile businesses. But FIRST we need adaptable and agile people.

Enhancing
Mindsets

Driving
Performance

Growing
Influence

Expanding
Impact



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



Sam Kiani
Facilitator,
coach, trainer



Bobby Bovell
Inclusive leadership
consultant



Nicky Perfect
Former hostage
negotiator &
communications trainer



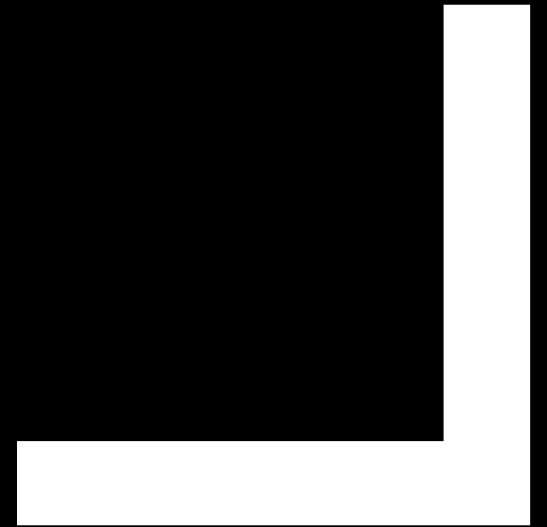
Andy Lopata
Professional
Relationship
strategist



Des Cristofi
Executive coach &
facilitator



What can you expect from us?



What you can expect from us



Practical training focused on mindset, agility, influence and impact



Delivered via monthly interactive and action-focused live webinar sessions



A community model where you expand your network & learn from others



New understanding, new practices, new relationships –
ongoing support

What you can expect from us



Toolkits will follow each of our live webinars. These will be sent directly to your inbox - no need to take extensive notes.



Heightened self-awareness and **new tools & skillsets** for the modern world



Support at your fingertips. Email team@symbiapartners.com with any issues.



A **certification** upon successful completion of the EDGE



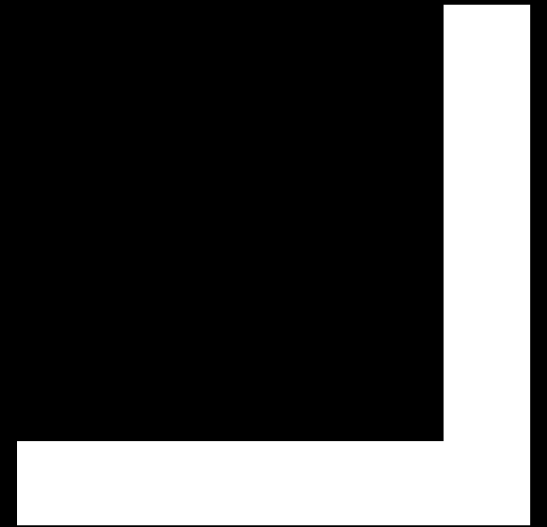
The Institute of Leadership and Management has recognised The EDGE as a worthy and engaging programme for developing leaders.

This accreditation means that upon completion of our programme, **qualifying participants will receive a certificate from the Institute of Leadership Management** and *MinstLM* credentials.

**To receive this certification, participants must attend*

7 of the 10 live sessions.

What do we expect from you?





This is NOT another 'meeting'

What we expect from you



Camera's ON



Talk to US



Talk to EACH OTHER

What we expect from you

- **Be Present**
- **Be ACTIVE**
- **Move forward**
- **Get vulnerable**
- **Be Open**
- **Take risks**
- **Take action**
- **Be Real**



Steps you should have taken so far

**Applied & got
accepted**

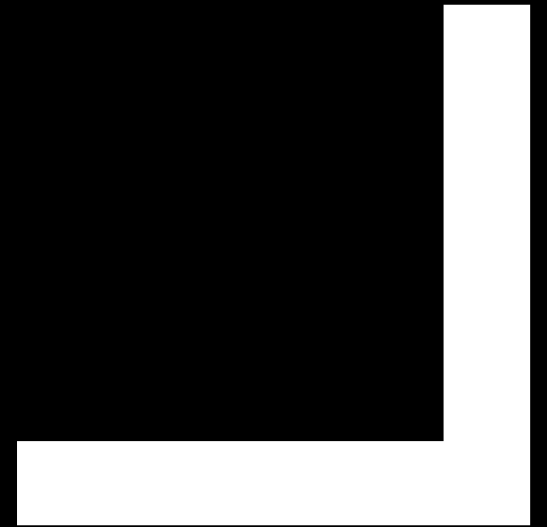
**Completed
Benchmark
Assessment**

**Completed
modules 1-3 of
MF course**

**Accepted
all session
invites**

**Turned up
to the kick
off!**

What can we can expect from each other?



Thought diversity

The **EDGE** 2023



HAL=ON



elida
BEAUTY

Johnson & Johnson

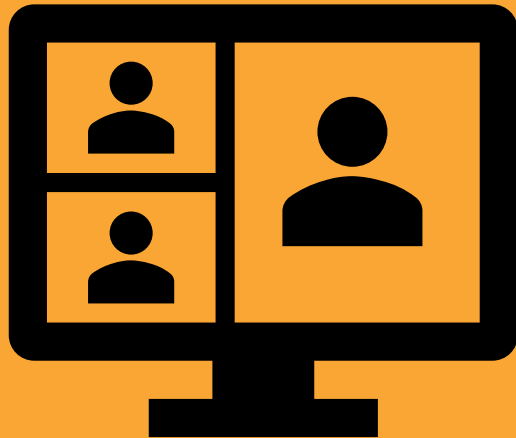


Kellogg's

Let's connect!

- **Introduce yourself**
- **What do you hope to get from the EDGE this year**

Pre and Post Work



By design, we will have designed pre and post work in between sessions.

This work is not mandatory, it's only meant to enhance your understanding and dig deeper.

This work is also a great discussion starter for your support and challenge groups. Look for this work in your inbox.

Support & Challenge Groups



What is it? All participants will be given their S&C grp of 4 people who meet outside the formal planned sessions

Objective - The groups are a sounding board, helping each other to see the 'unseen' and work through questions and challenges as insights emerge from the 360 and the sessions

Meetings – can be in person or virtual

Frequency – At least 4 x throughout the duration of the program.

How to form them – We will do that for you, just check your email in the upcoming week

‘Office hours’ to embed the learnings



What is it? 1 hour call live with that month’s trainer to continue discussion and get the answers to your questions

Objective – To embed the learnings after each session, creating a deeper conversation and thought-provoking discussions

Frequency – 2 weeks after each session

You will receive the links to first 3 trial meetings after the kick-off!

Community

We sincerely hope that you capitalize on the relationships and community that The EDGE will create for you and your career.

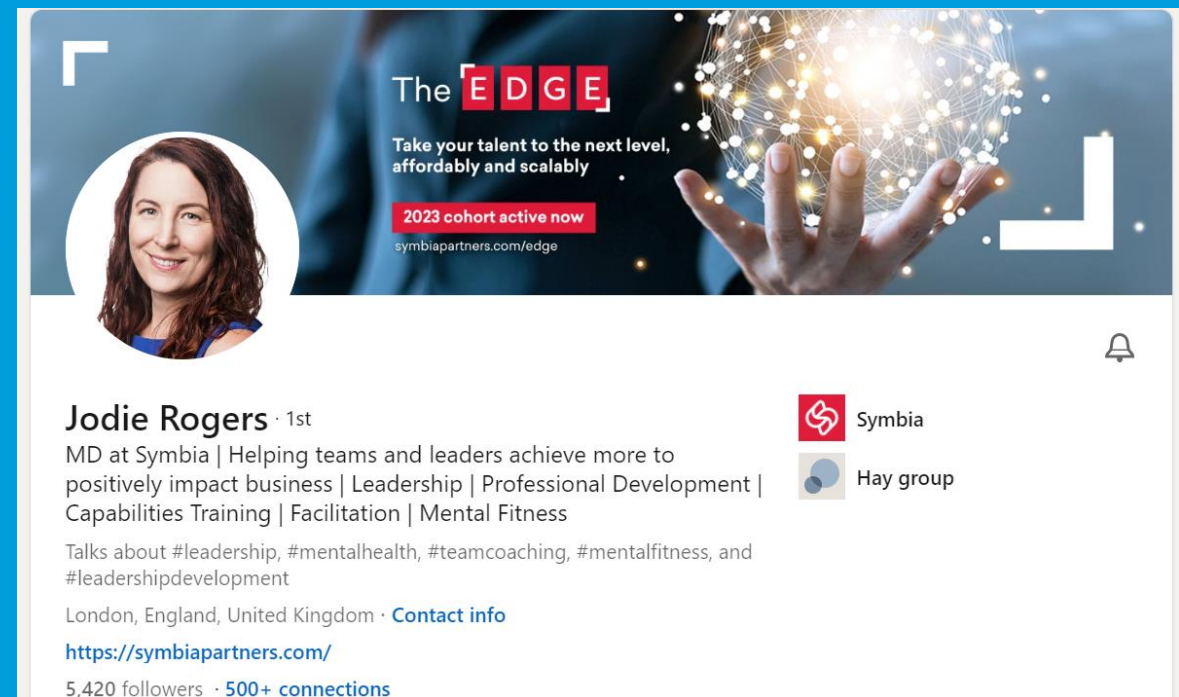
It's an opportunity for you to connect, share resources, and build connection.

By building connections you can meet a mentor, find a coach, and expand your network.

Connect with us and each other on LinkedIn:

@Symbia

@JodieRogers



Measuring results

Results matter! Both for us, for YOU and for the businesses you're in.

We therefore insure we capture key metrics and inputs from all participants at the beginning middle and end so we can demonstrate how the needle has moved on the core skills that matter.



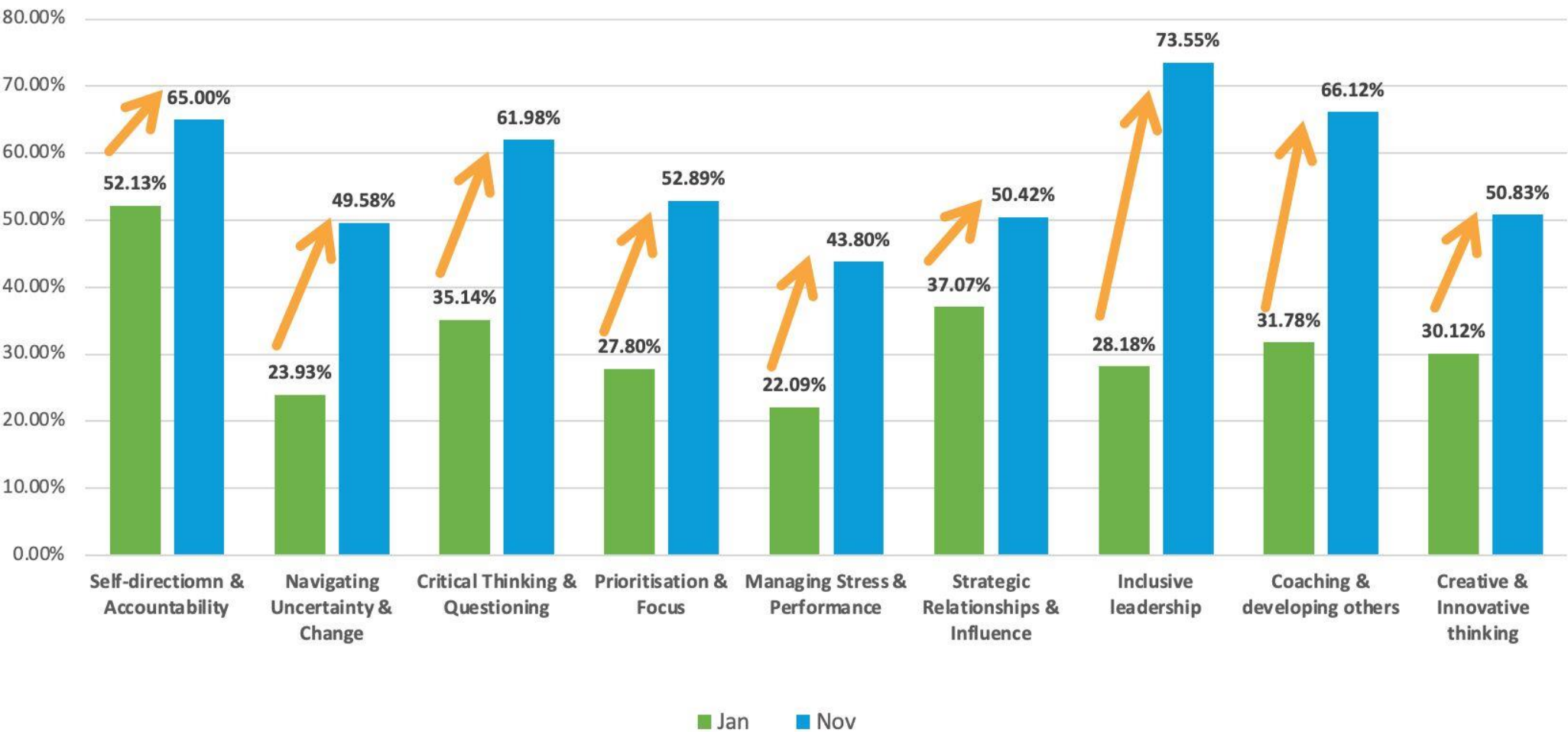
We're tracking your activity

EDGE 2022 Total Participants

Significant improvements across all competencies measured



Competencies Jan - November



Q5 - How equipped do you feel in the below competencies? (Data shows top 2 boxes)

Support from your line manager



We know that participants who have support of their line managers are showing more engagement and consistency throughout the learning journey

We invited your line managers for the call to tell them what to expect from the EDGE, what commitment it takes from you and in which ways they might support you in this journey

We ask your LMs to help you protect your time once a month for the session and to feedback on your growth during this year

A few fun packages are headed your way!

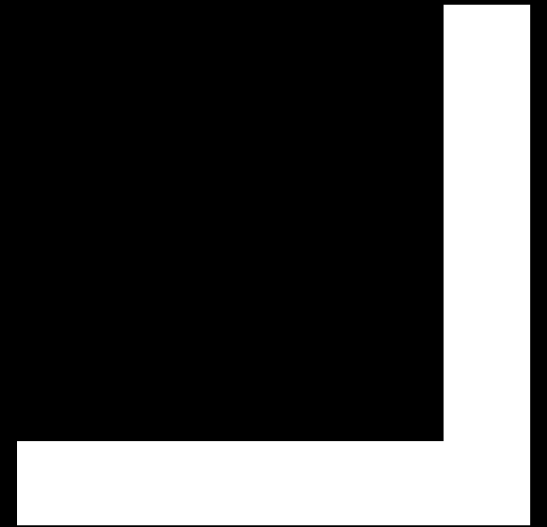
This was meant to be a surprise, but we kept getting questions about the “mysterious parcel” (some of you were even suspicious of phishing!)

So please expect 2 parcels: one with a book sent from the publisher WILEY and another one with EDGE materials 😊



Let's get **excited** for this new year and new community!

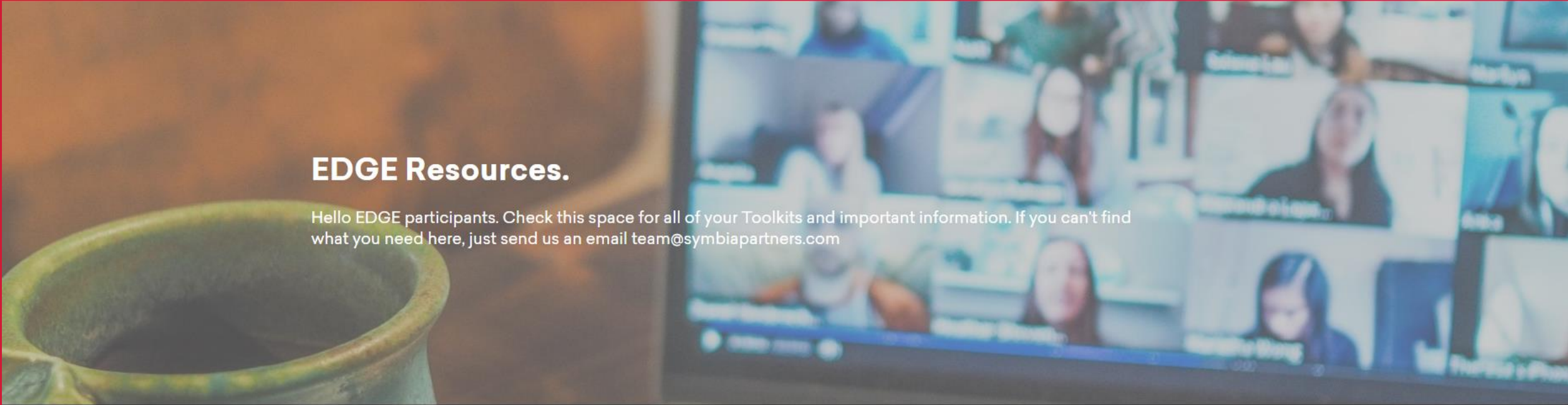


‘Where can I find...?’
Practical questions



All important links in one place

[Work With Us](#)[Mental Fitness](#)[The EDGE](#)[Blog](#)[About Us](#)[Contact Us](#)



EDGE Resources.

Hello EDGE participants. Check this space for all of your Toolkits and important information. If you can't find what you need here, just send us an email team@symbiapartners.com


Insights Book
[Download Here](#)

Mental Fitness Course
[Learning Platform Here](#)

Session Recording
[Request Recording Here](#)


Programme Details
[Download Here](#)

Please, contact us in case you are having any challenges with EDGE programme

[Support](#) 

Recordings



First Name 

Last Name

Email Address that you are registered on the programme with

Which webinar are you referring to? ▼

-- choose an option -- ▼

If Other, Please specify

If Other, Please specify

☐ Do you require recordings for this webinar?

Submit Your Reason For Missing the Webinar

The EDGE is a live training programme

If you want to catch up on a recording you need to actively request it through this form.

The links to recordings will self-combust in one month.

Time Zones



Our participants are based across the world, that's why we run the sessions twice a day for different time zones:

9-11am GMT/10am-12pm CET

3-5pm GMT/ 4-6pm CET

You chose your preferred time zone while completing an application form and we encourage you to stay within this group during the whole programme.

In case there is a clash in your diary, we can move you as an **exception** to a different time zone. For this, please reach out to team@symbiapartners.com – remember though, it's an exception!

Please, reach out to our team in case you need any assistance team@symbiapartners.com



Ganna Derevyanko
Project
Co-Ordinator



María Piquer
Project
Co-Ordinator



Lisa Catto
Tech
Support

Before we go....

3 next steps:

- Finish the Mental Fitness Course
- Whitelist our emails
- Come to the February 16th Live session



See you on February 16th!



**Self
Leadership**



Jodie Rogers
Leadership & Mental
Fitness expert