

The **EDGE**

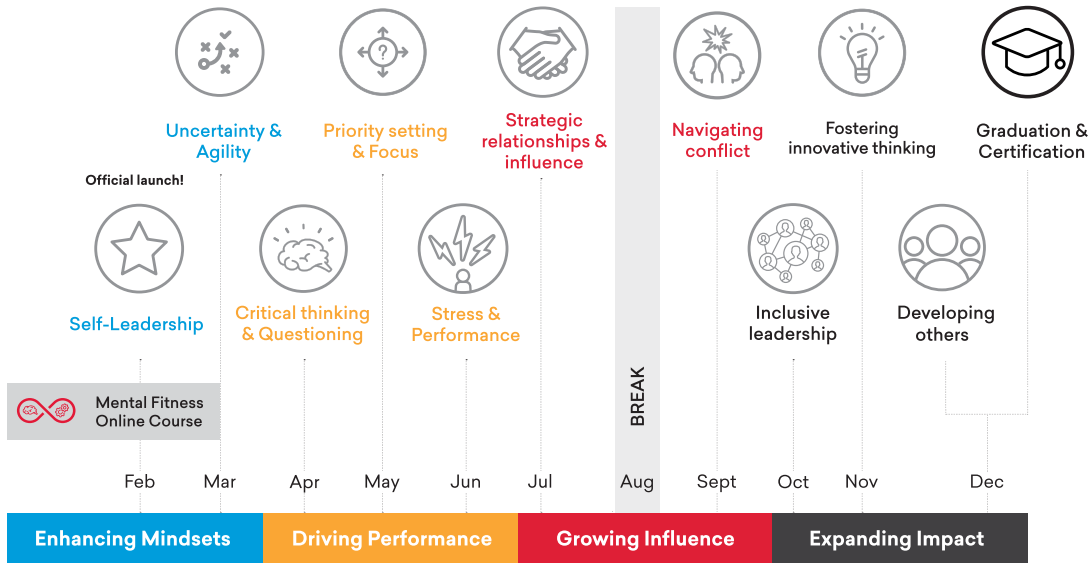
Midway Survey – All Participants

January 2024 to June 2024

Powered by  Symbia



The **EDGE**



Aldo Kane
Former Royal Marines



Tendayi Viki
Innovation Consultant



Jodie Rogers
Leadership & Mental Fitness Expert



Dr. David Wilkinson
Ambiguity and Uncertainty Expert



Bobby Bovell
Inclusive Leadership Consultant



Nicky Perfect
Former Hostage Negotiator & Communications Trainer



Andy Lopata
Professional Relationship Strategist



Des Cristophi
Executive Coach & Facilitator



The **EDGE**

Clients of 2024



Google

Atlas Copco

Johnson & Johnson

Uber

HALEON

Unilever

JUST EAT

MUNICIPALITY OF
JASPER

The **EDGE**

We are midway through the EDGE programme

How is it going so far?



The experience has been very positive so far...



97%

Are cultivating
more **confidence**

Q14 - Do you feel you are cultivating more confidence as a result of the programme?
(Agree/ Strongly agree)

87%

Improved
performance

Q15 - So far, do you feel that the programme has helped you improve your performance in your job?
(Agree/ Strongly agree)

93%

Worth the
investment

Q16 - Do you believe the money your company have invested in this programme has been worthwhile?

94%

Would **recommend**
to friend or colleague

Q19 - Would you recommend this programme to a friend or colleague?

Participants are really enjoying relevant content, delivered by inspiring & engaging speakers, with a **good balance of theory and practical application**



Relevant & useful content

"Very useful programme, full of good content. And is also fun, I like the vibe a lot."

"Content is very appealing and well matching my current needs. Also, it's delivered in a very attractive and engaging way."

"A great program, varied content and sessions and every session has made me want to be involved and engaged."

Inspiring and engaging speakers

"Great variety of speakers and range of differing perspectives/experiences shared."

"Enjoy the quality of the presenters and the thought-provoking nature of what is discussed."

"Have really enjoyed the guest speakers and found their tools and examples very relevant."

Balance of theory & practical application

"Absolutely love it - especially the concrete actions and tips on how to tackle problems."

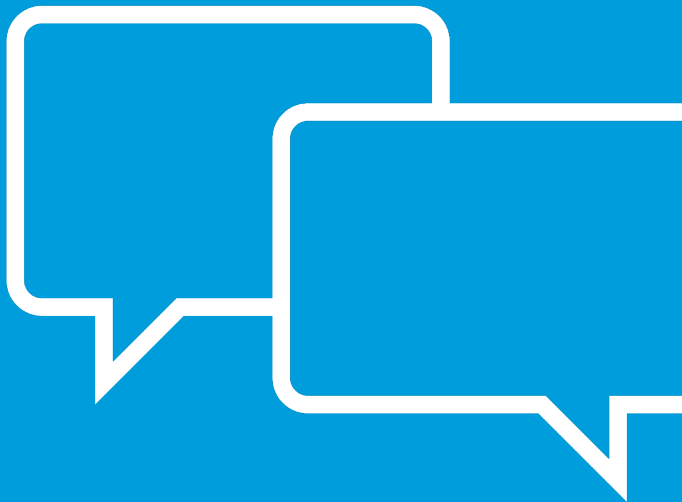
"Experts with different backgrounds, different topics, approaching from rather unusual angle, break out sessions to discuss with other participants & practical tips and hints for day-to-day challenges."

"I like the 2-hour sessions with the external speakers and the ability to have a more in-depth conversation in the follow up meetings. Also, an inspiring literature list."

Q 17 - What are your thoughts on the EDGE programme so far?
This is your opportunity to tell us what's working, what you like, why you think it's valuable/ different

The **EDGE**

Participant Testimonials



“Fantastic programme! Highly motivated Symbia team. Great trainers. Very good session structure. Great options to further learn and connect around the main sessions (café, network session, mental fit training course, ...)”

“Exceeding expectations. Good content and delivery.”

“The sessions offer a fantastic opportunity for learning, not only from the educational content but also through engaging with colleagues. The guest speakers are exceptional and distinct from those at similar courses. The student body is diverse, representing various cultures and companies, fostering an incredible exchange of inspiration and ideas.”

“EDGE has been amazing so far. I am enjoying the program, and I am getting inspired by expert trainers, but also by participants who are sharing their everyday experiences.”

“Amazing stuff! Can't wait for the second half!”

“Participating in the EDGE programme has been an exceptional experience. I always look forward to each session because I know I will learn something new and valuable that enriches both my professional and personal life. The programme truly works.”

Q 17 - What are your thoughts on the EDGE programme so far?

This is your opportunity to tell us what's working, what you like, why you think it's valuable/ different

As they progress through the EDGE, participants believe they are developing & applying new skills & behaviours



“**Adaptability** - learning how to easier adapt to different situations and people.”

“**Self-leadership/ self-reflection** (how perception, feelings, thoughts and beliefs influence my behaviour/decision making.”

“**Considering more perspectives** before acting.”

“**Resilience**, learning how to better be prepared to handle different types of situations.”

“**Respect myself and my time more**. Question all requests, do take them as face value urgency.”

“**Listening** to “my inner self”.”

“How to **organize my work** and **set priorities**.”

“I'm catching myself applying what I learned in the sessions. I caught myself not giving into a request to react immediately, paused, and thanked the person and said I need to think about <request/question> and will get back to them. That's just one tiny example. I'm happy I'm recognizing it though. It's visible progress.”

“**Stress can be good in small doses, remember to step away when you feel stressed** so you can regain your mindset.”

“**Understanding my emotions** and how they play a part professionally.”

“**Critical Thinking techniques** especially when under pressure.”

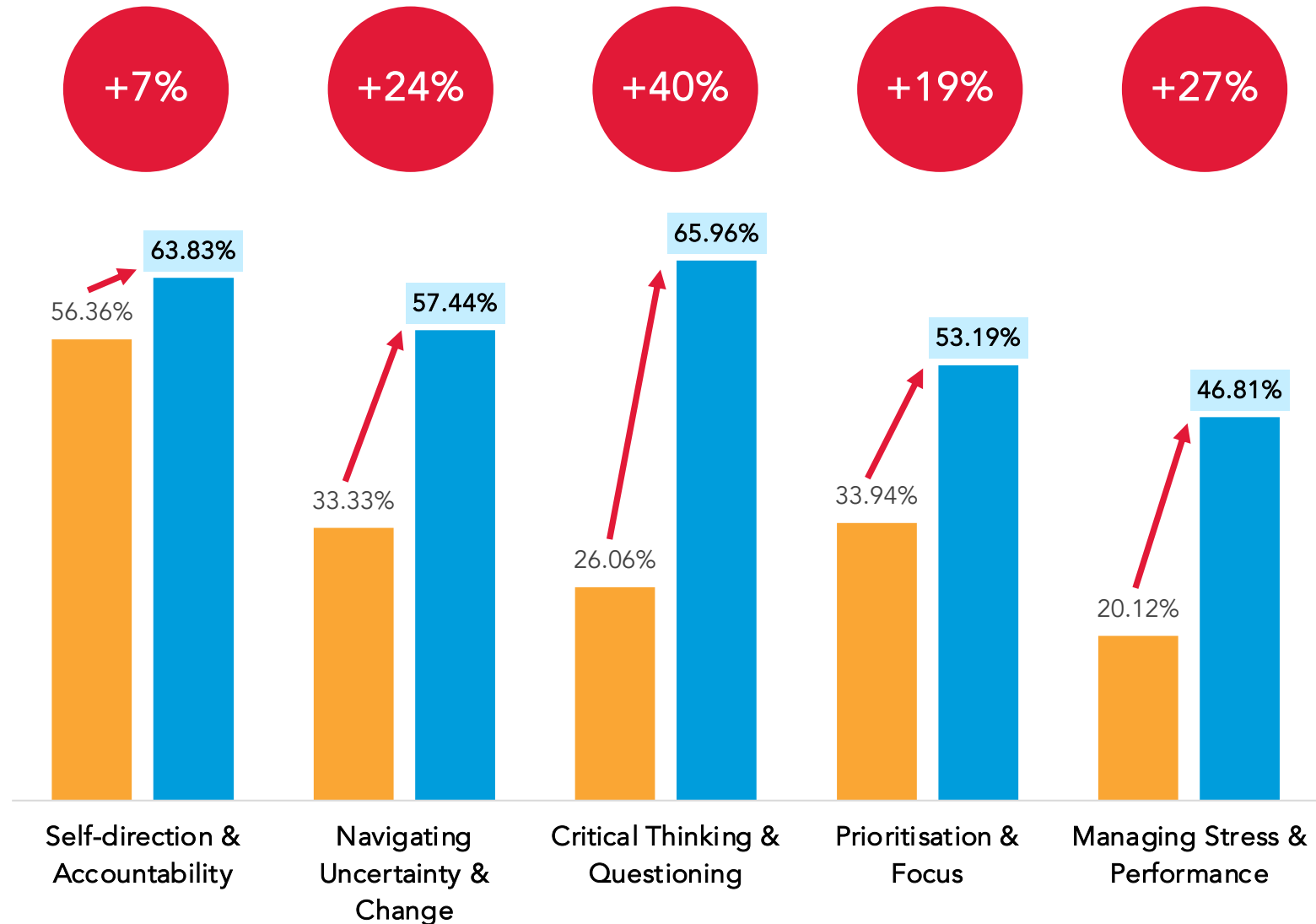
After every training session I am more relaxed when I am approached by people that need my attention and want my support

Q 5 – What 3 areas do you feel you are developing in already as we move into the second half of the EDGE?

Improvements on all competencies covered so far!



Competencies
Jan - June



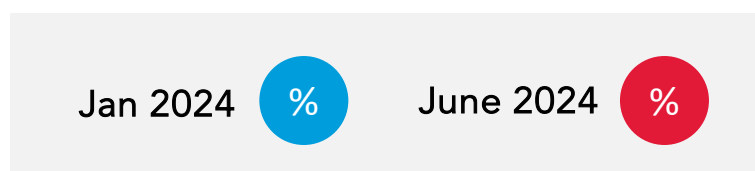
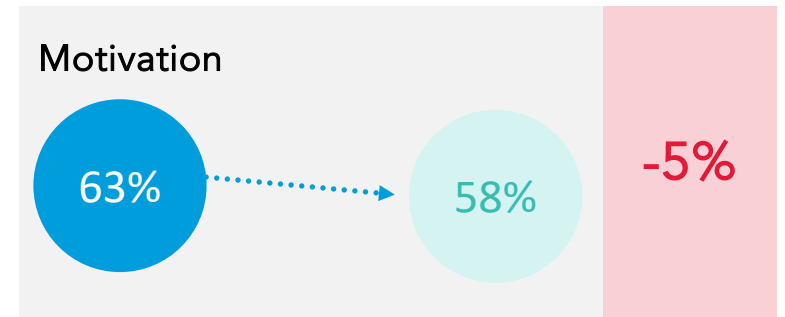
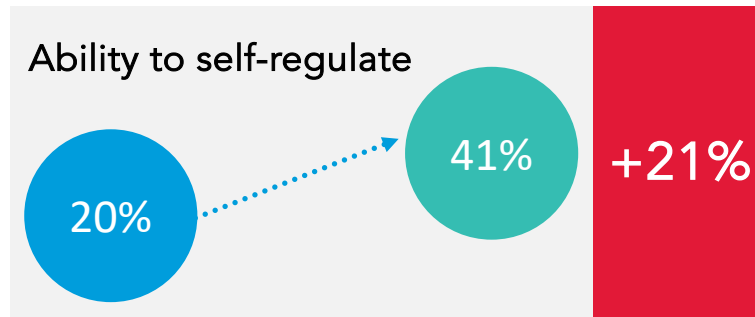
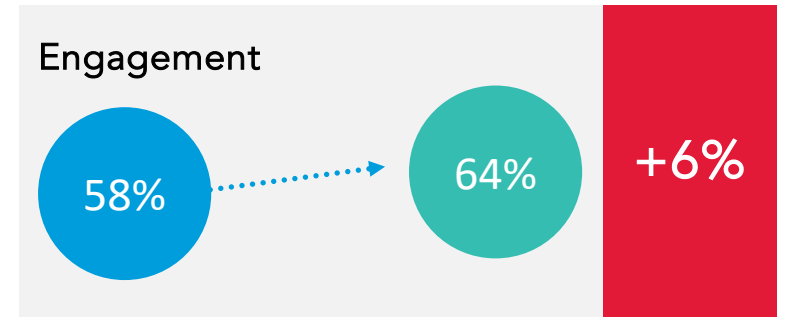
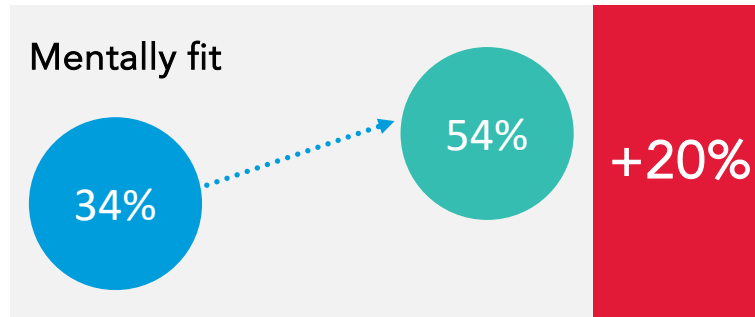
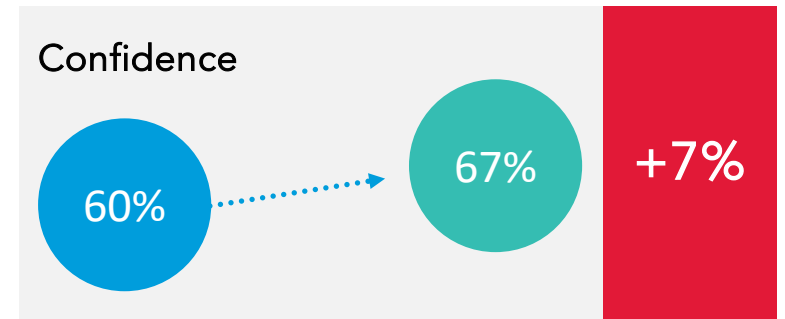
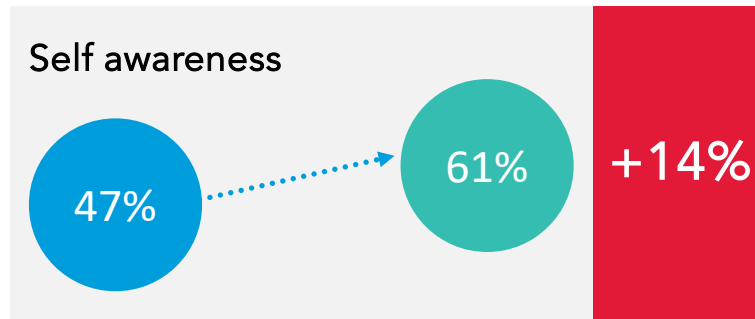
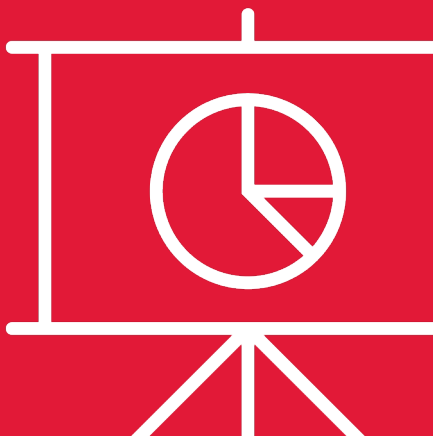
Jan

June

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

Midway Survey Results

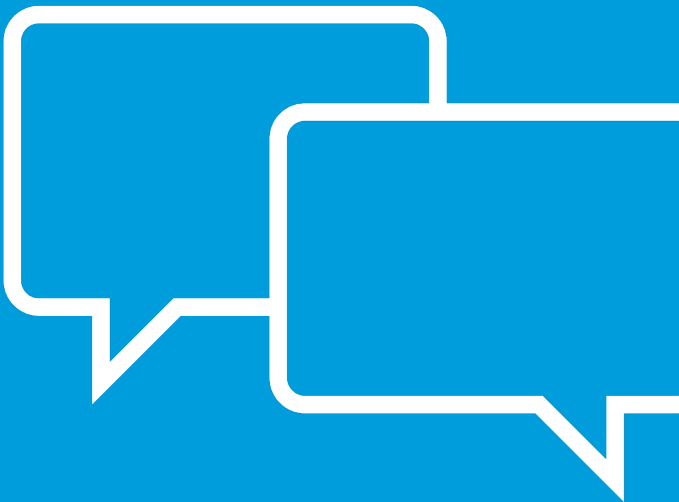
Positive shifts
across nearly all
measures!



(*Based on top 2 boxes)

The **EDGE**

Participant Testimonials



"The focus on personal development provided by this program is crucial for maintaining good mental health, something so necessary in today's world. I am grateful for the opportunity to be part of this community and look forward to continuing to grow through these valuable teachings."

"The Edge gives me a huge array of tools to manage critical thinking, stress, dealing with uncertainty etc. I don't need all of these every day (thankfully!) but knowing about them and having them available will prove useful when the time comes."

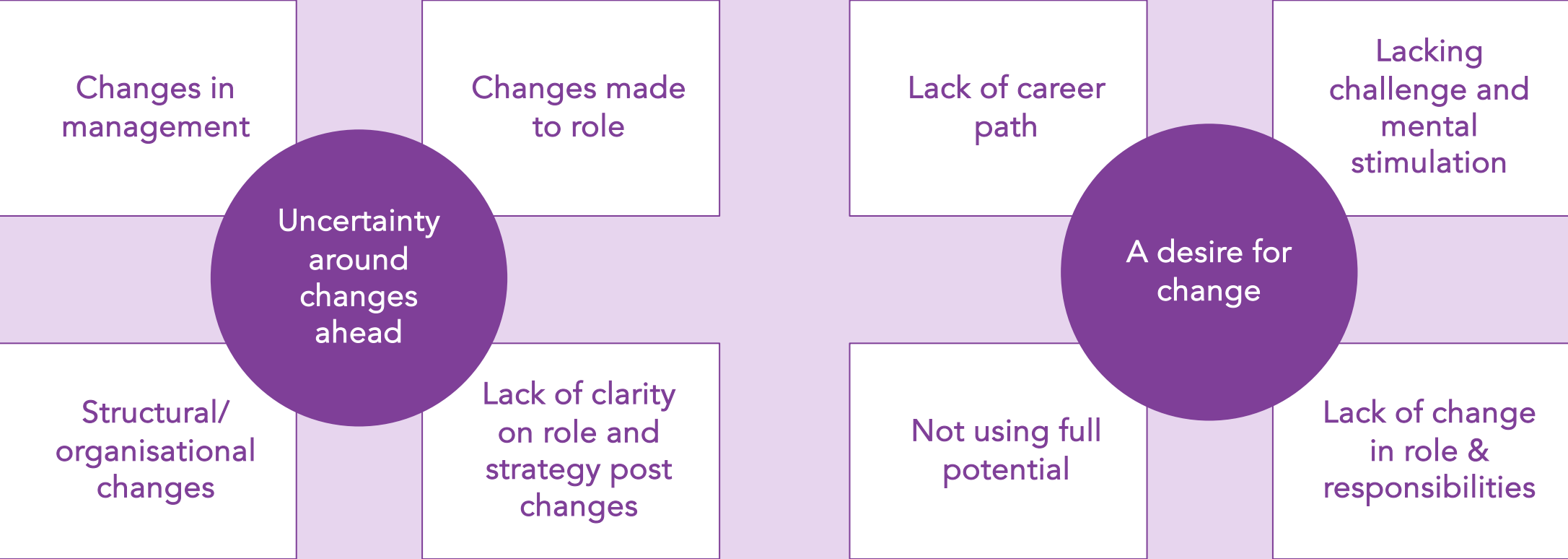
"It is very good me-time to re-fresh thinking techniques and reflect on the emotional pitfalls in daily business."

"The content is fantastic, such a perfect mix of theory and practical application, I have taken so many notes, shared so many tips with my team and am using a lot of what I've learned all the time. The topics, speakers and frequency of sessions is perfect to **inspire, inform and manage** within a busy job."

"I think it's extraordinary. I think you've taken the time to build such a **thorough, rewarding and challenging program**. It's not an easy course. There's plenty of deeply uncomfortable things to think about, that we're presented with etc. But you've done so much to ensure the time we spend together, and before/after is as smooth and simple as possible. Thank you. I didn't know what to think when I started this, and I'm very glad to be part of it. You made it surprisingly easy to be VERY vulnerable with a bunch of strangers. I've shared things I've never told colleagues I've worked with for years."

Q 5 – What 3 areas do you feel you are developing in already as we move into the second half of the EDGE?

Reasons for lower motivation among some participants surround change in their orgs...





“The edge has made me more confident in my ability to pause/reflect/react rather than just react and I think that's in large part **due to the thought-provoking discussions we have in each session that naturally force that pause.**”

“I really appreciate **the summary emails.**”

“The guest speakers are great and **interaction with the audience keeps us engaged** with quizzes or chess game.”

“I purchased some of the books that have been **mentioned** and see that it makes sense to invest time to read those.”

“**The breakout sessions are great** and the opportunity to meet different people from different companies is fantastic. **The notes of the team during the session and the tool kits** sent out after the sessions, are super useful.”

“I really value the **variety of mediums used to capture the key points from the sessions to embed the learning further,** something for everyone's preferred learning style.”

“**Good resource references allowing me to dive deeper** where desired.”

“**The conversations with other participants have been good,** and some people are in a similar situation to each other.”

“I like the way it is set up, **the edge cafe session is a great way to refine the learnings** after some reflection from the main sessions.”

“**Sam is wonderful at typing in the Zoom webinars what is happening...**as sometimes I can struggle, and it is nice seeing what is the actual key message.”





The ability to have a more in-depth conversation in the follow up meetings. Also, an inspiring literature list.

I like the "coffee sessions" where participants share what they've learned and how they are trying to apply it.

I appreciate the emails that summarize each session and remind us of resources for further exploration, such as related videos or books. These recaps are incredibly helpful for reinforcing the material and providing opportunities to dive deeper into the topics discussed.

I enjoy the gap between reading the topic to be discussed in advance and the actual flow of the meeting and its content.

Great options to further learn and connect around the main sessions (café, network session, mental fit training course, ...)

The emails in between are very helpful and keep us engaged.

I think it's extremely valuable to have access non-stop to all the tools, so if I forget something, I can have still access to it.

The Symbia EDGE Team are praised for their **organization, dedication & support**



“A **Highly motivated** Symbia team.”

“Thanks to the EDGE team for organizing and arranging well interactive session so far.”

“Your ability to stick to the **plan and timing is great.**”

“The course is well organized and **the passion of the team for the topic is contagious.**”

“Thank you Team Symbia! **Great programme!**”

“I admire your **energy, engagement** and how you are fully dedicated to this program. Plus, I really like how you are able to manage your Teams roles and time. **Summarizing emails after sessions are very helpful.**”

“I love the **content, the set up, the energy.**”

Participants believe the combination of great content delivered by great people gives the sessions a unique **EDGE** and **ENERGY**



"Very useful programme, full of good content. And is also fun, I like the vibe a lot."

"I love the content, the set up, the energy"

"I loved the energy of most of the sessions. Hands on and really interesting plus entertaining!"

"I enjoy the enthusiasm of the team and the slick use of Zoom, with good use of breaks, group interaction and music."

"I like that you are so positive and engaging."

"I love the empathy you have for all of us, the respect, the fact that you remember we're all people too. I love your human moments, whether it's the slightest uhm, a pet in the background, etc. It's clear you've put so much time into all the materials you share."

Excellent job, I appreciate your energy during the sessions.

"Personal human experience is always better than theory. Go with what happened to me, why I learnt the hard way, why I tried different and didn't work..."



The **EDGE**

POSITIVE BEHAVIOURS
OBSERVED BY LINE
MANAGERS

(not just claimed by
participants)

Midway Survey – Line managers

January 2024 to July 2024

Powered by  Symbia



Line Managers hope the EDGE will help the people they lead **enhance their performance** in the following ways...



Improve
communication
& influence

"How to influence outside of core stakeholders and operate at the right altitude to craft and drive their vision for the business."

"Sharpen communication skills."



Big picture
strategic
thinking &
Prioritisation

"Develop more strategic and creative capacity."

"The ability to step back to see the big picture and prioritize accordingly."



Grow
confidence

"Feeling secure in the role to develop a natural and spontaneous authority."

"Higher confidence in own good performance."



Ability to lead &
develop others

"Being a leader by making others the best they can be."

"Coaching others - developing leadership skills to get to the next step in career."

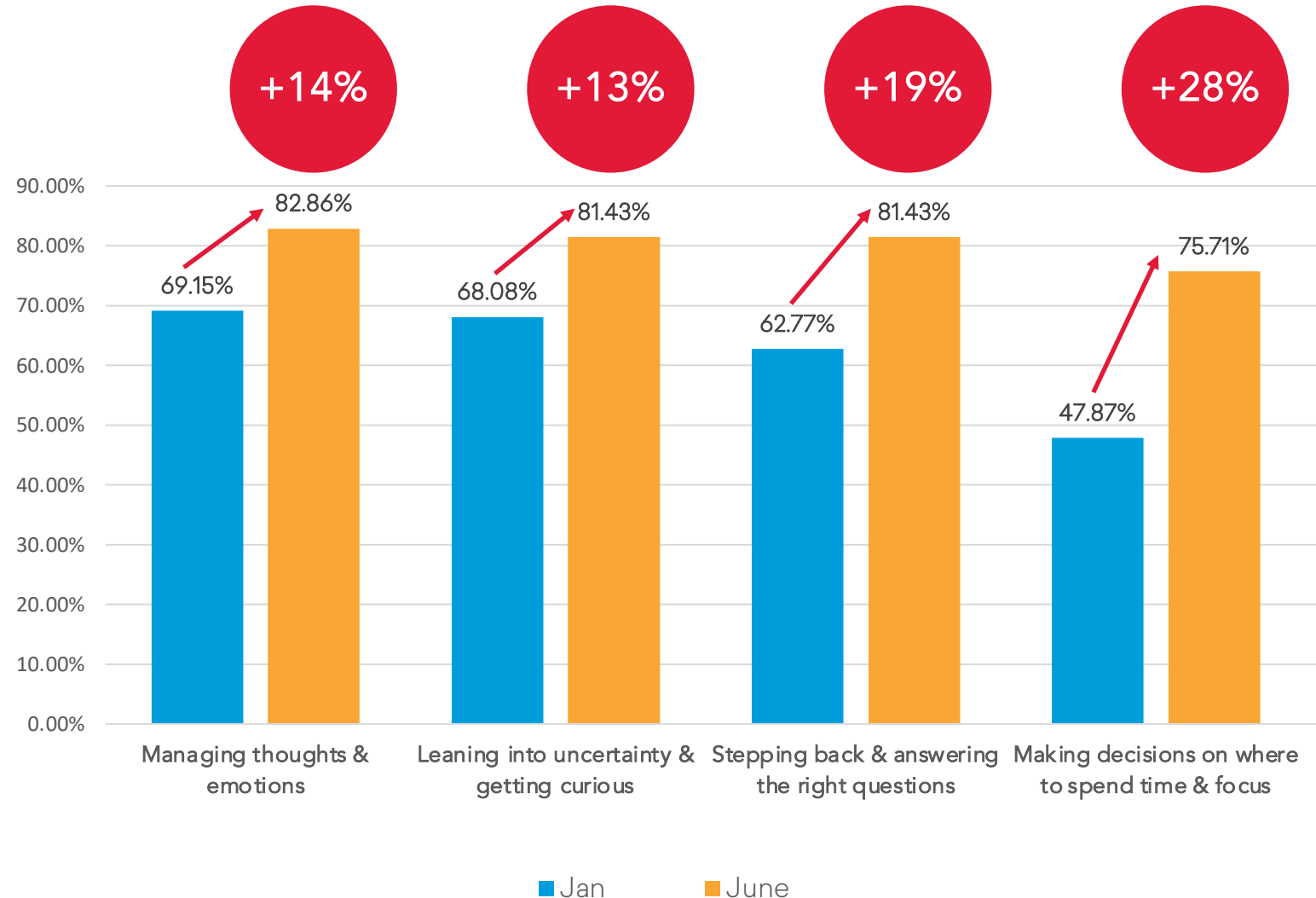
Q3 – What are you most hoping to get out of this program?

Q14 – If there was one thing this program could teach you, what would it be (and why is it important to you)?

Line managers have observed positive shifts across all behaviours covered in the programme so far



Top 2 Box - % Frequently/ Always

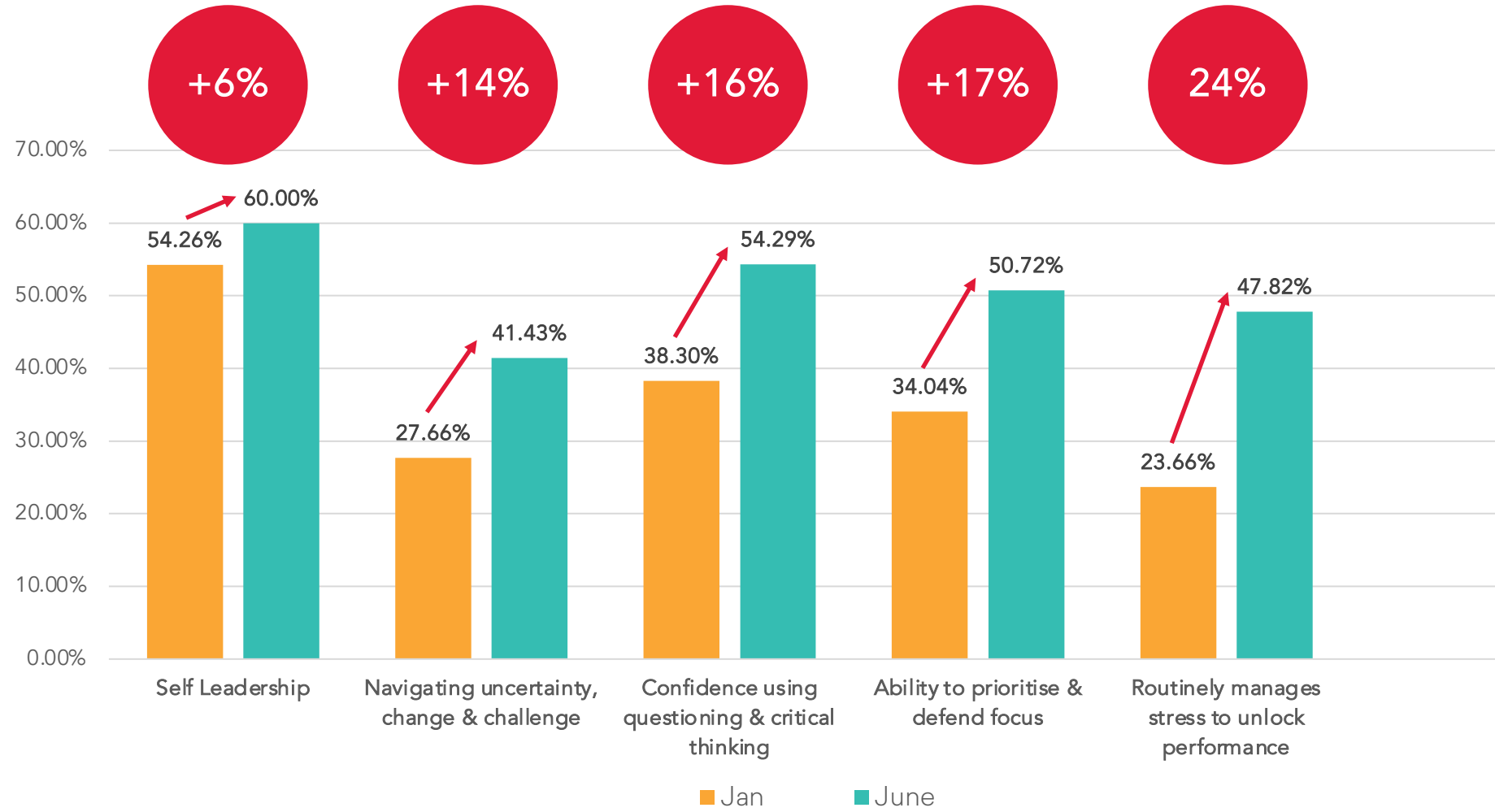


Q11 – Observable Behaviours:
Thinking about the below behaviours, how often would you say you see them?

They have also seen strong improvements across all observed competencies covered so far



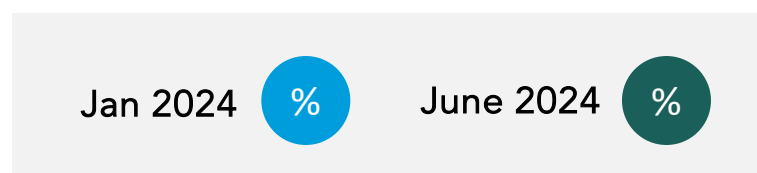
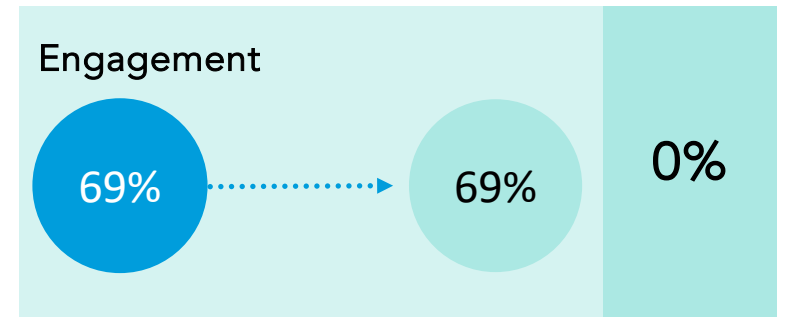
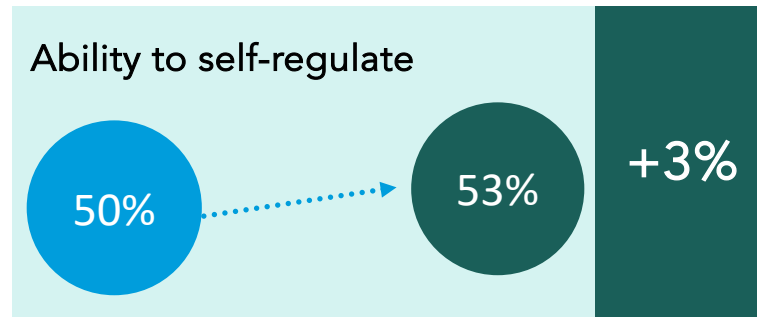
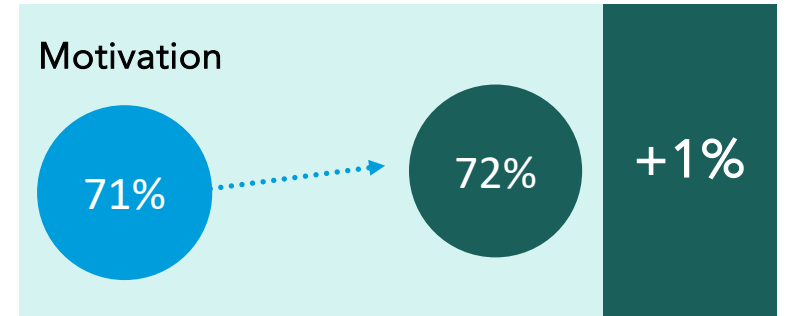
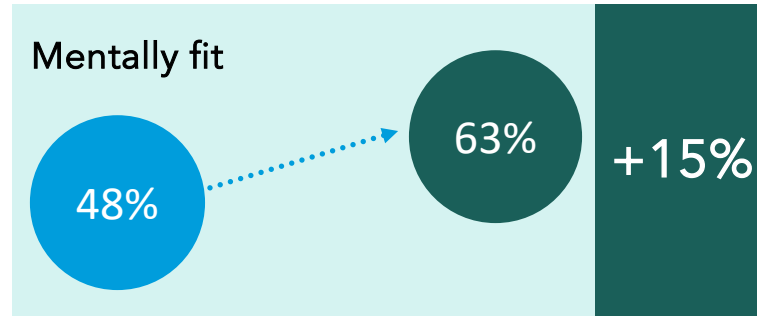
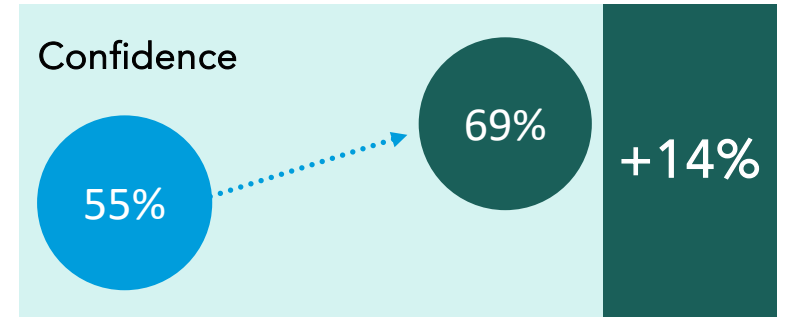
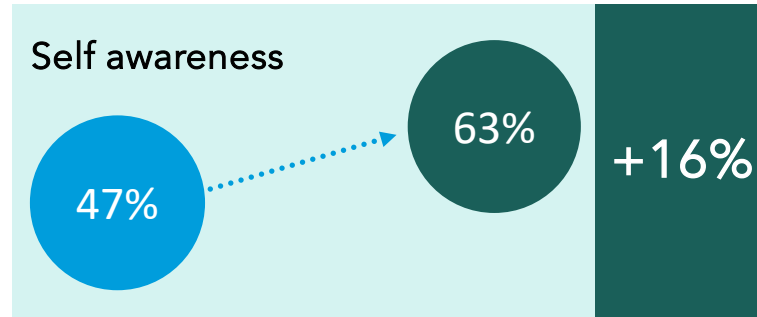
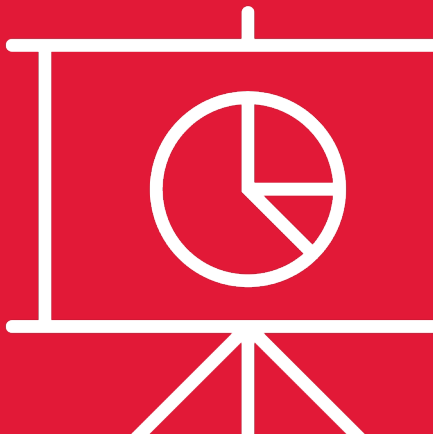
Top 2 Box - %



Q12 –How well equipped do you feel they are in the below competencies ?Please use the scale - where 1 means you do not feel they are well equipped at all, and 7 means they are extremely confident in the area

Midway Survey Results

Positive shifts
across nearly all
measures!



(*Based on top 2 boxes)

Line Managers are noticing **improvement in the skills & behaviours of their direct reports** since starting the programme



Ability to cope with stress and better prioritisation.

Conciseness and clarity of message. Understanding the audience and their perspectives.

Strategic thinking, influences other internal stakeholders in a positive way.

Better self awareness. Accelerating focus on development. Stepping more often to challenging areas.

Looking at things from different point of view, calm, prioritization, self-awareness, productive.

Seems more at ease and comfortable. Radiates more confidence.

Self discipline and ability to ask right questions.

Taking responsibility has improved in recent weeks instead of standing back and waiting for instruction or my volunteering, then standing up and taking it on before being asked. This is welcomed and will help gain mutual confidences.

Empathetic leadership/ partnership model. Very conscious how best to work with others to drive successful outcomes.

Has been more calm and patient when responding to project team members compared to how it was in the past.

Organizing tasks and visualizing information to be able to present views more precisely to others. Increase in confidence in role and taking initiatives to help find solutions to problems or requests.

Q13 – In the last 4 months what's an area that you have noticed they've improved in since they started on the EDGE?

Thank you for
trusting Symbia
with the growth
of your people

Contact

team@symbiapartners.com



Jodie Rogers
Founder & MD



Ganna Derevyanko
Project Co-Ordinator



Annmarie Hughes
Project Co-ordinator
& Operations
Manager



Sarah Marshall
Project
Co-Ordinator



Angela McArdle
Client
Relationships



Wendy Adams
Researcher &
Trainer



Hannah Benton
Qualitative
Researcher



Amparo Aguado
Designer



Katie Porter
Accountant &
Book-keeper
Representing RJCA



The **EDGE**

A 12 month 'always on' development journey to fit into your teams busy schedule. Join us for a 2hr live training once a month delivered by a team of experts in their fields.

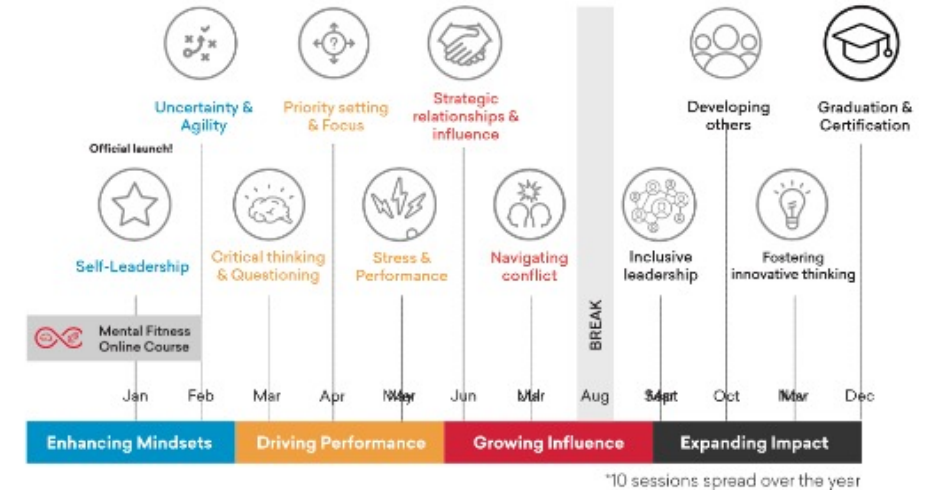
Next cohort starts Jan 2025

The EDGE was born from the knowledge that businesses need to upskill their people to work in a challenging and constantly changing world.

With commodity prices going through the roof, the pandemic, constant uncertainty – we need agile and adaptable people.

But we also know that we need to be able to **develop the leaders of the future affordably and at scale** – that's why we created the EDGE.

The EDGE development programme

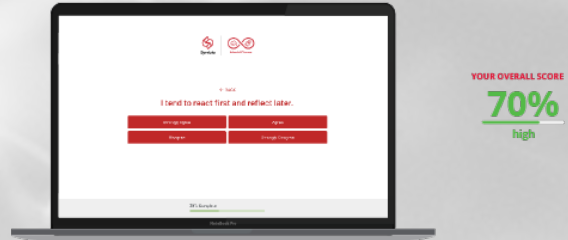


[Click here](#) to learn more about The EDGE

To learn more about our programs & content for teams and leaders, send us an email: team@symbiapartners.com

How mentally fit are you?

Take our online [Mental Fitness Pulse Check](#) and find out how to optimize your mindset and potential in under 4 minutes.



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for inspiring conversations and insights on mental fitness and team effectiveness.



Subscribe to our Symbia newsletter [here](#)



Listen and subscribe

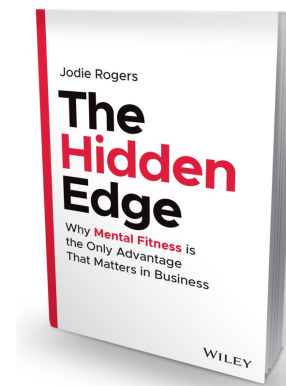
to The Hidden Edge podcast [here](#) for discussions with C-suite leaders of global companies, entrepreneurs and special guests.



MENTAL FITNESS: WHAT IT IS AND WHY IT MATTERS



Amazon #1 Bestseller

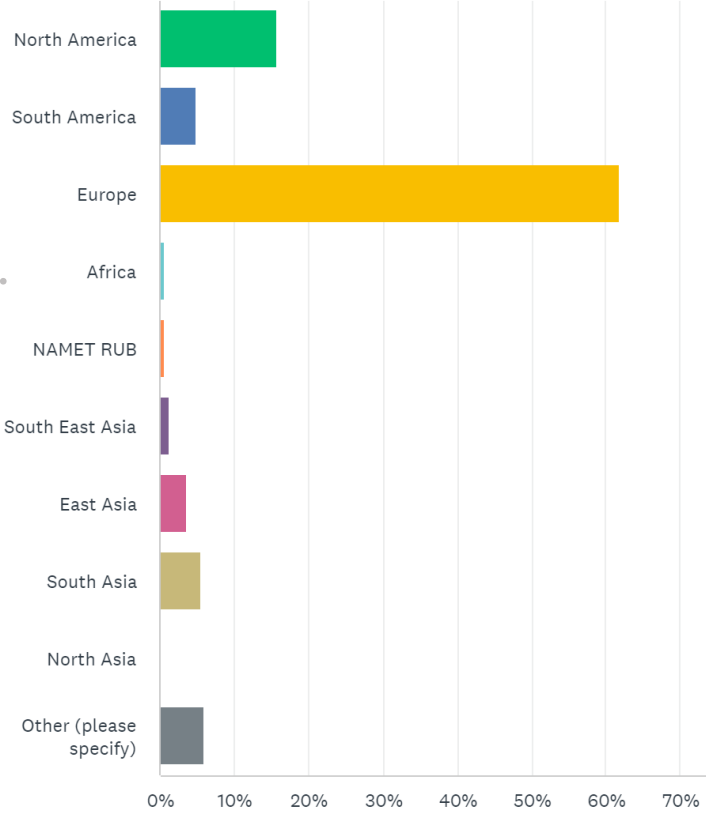


[The Hidden Edge](#) is loaded with engaging stories, real case studies, and over 24 tools and resources to help you improve your performance and manage your most important asset: your mind.

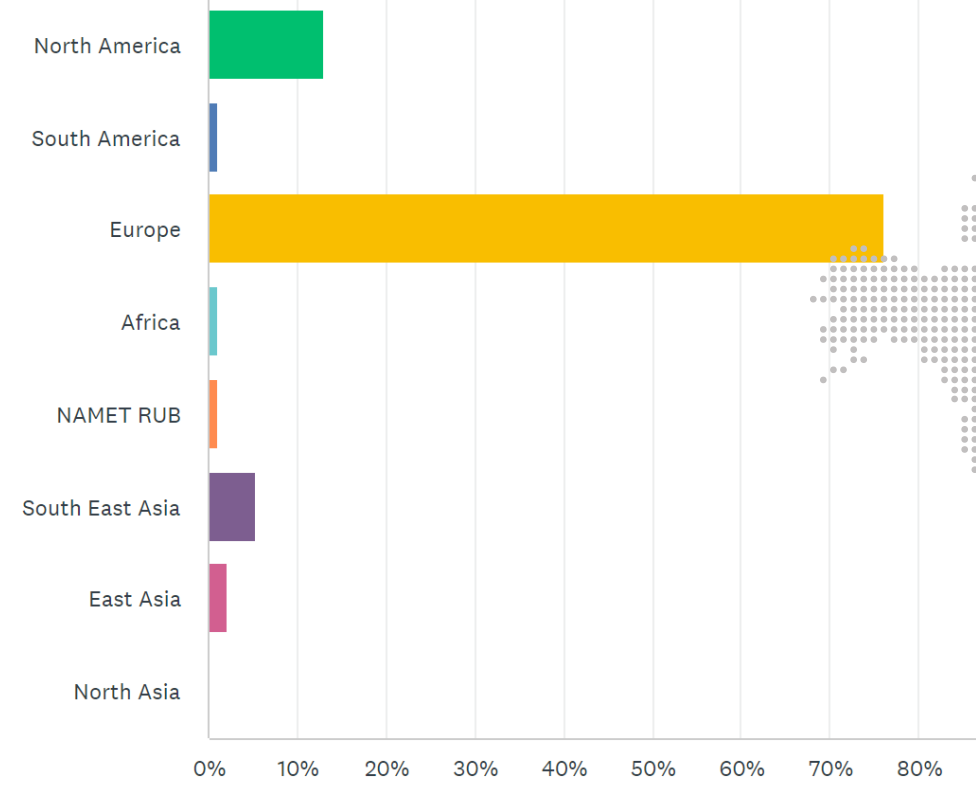
Appendix



Respondent demographics - Region



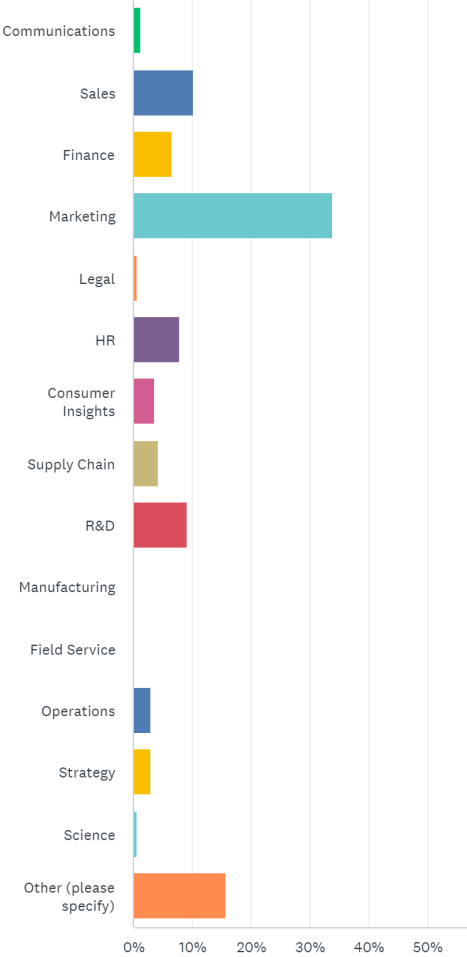
January 2024
(165)



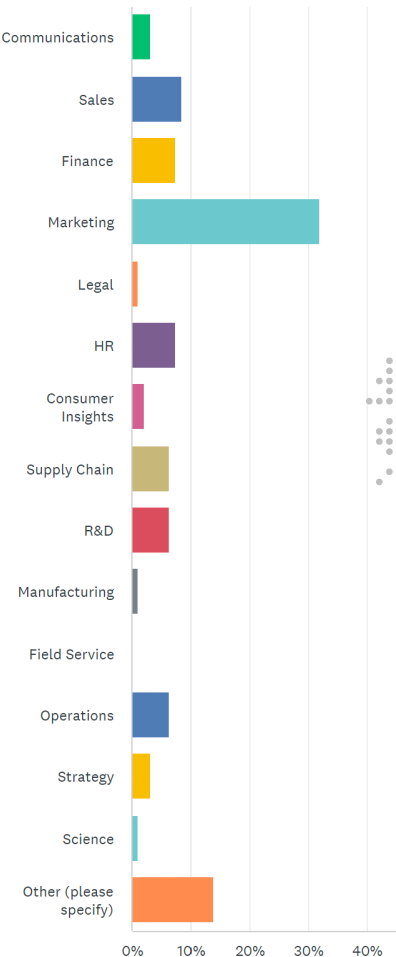
June 2024
(95)



Respondent demographics – Function/ Role



January 2024
(165)



June 2024
(95)

