

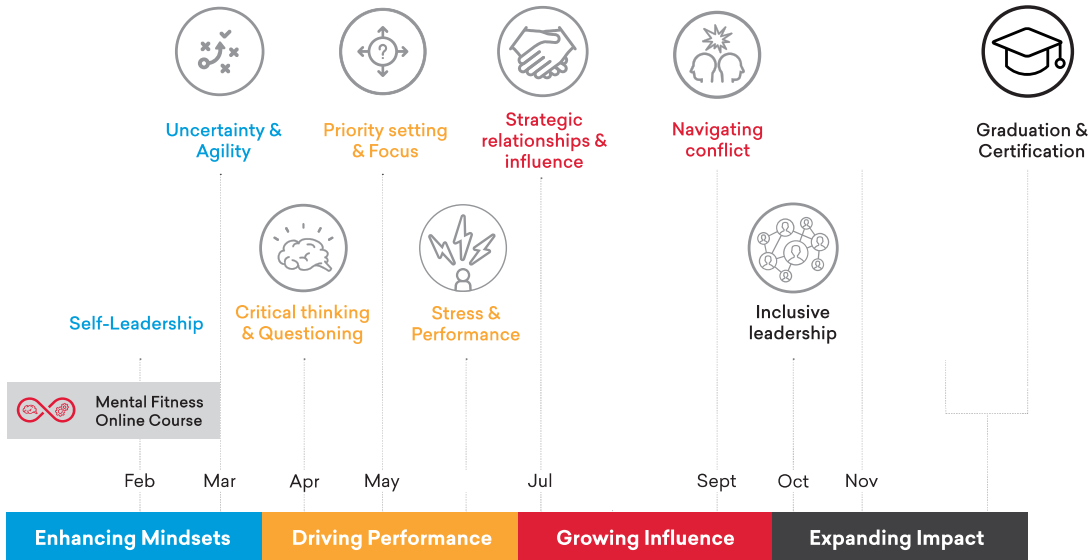
The **EDGE**

2024 End of year results All Participants

January 2024 to November 2024



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**

The experience has been very positive ...



80%

Are cultivating
more **confidence**

Q16 - Do you feel that you have cultivated more confidence as a result of the programme? (Agree/ Strongly agree)

75%

Improved
performance

Q17 - Do you feel that the programme has helped you improve your performance in your job? (Agree/ Strongly agree)

84%

Worth the
investment

Q21 - Do you believe the money your company have invested in this programme has been worthwhile?

84%

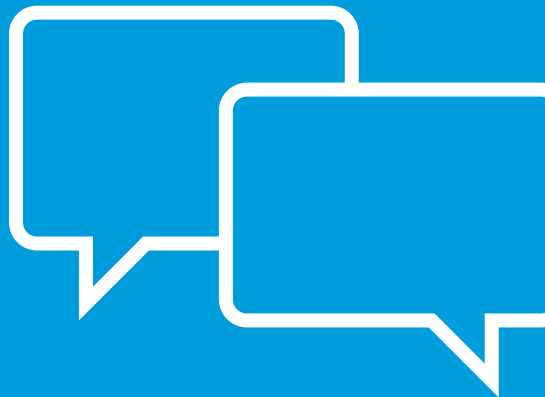
Would **recommend**
to friend or colleague

Q18 - Would you recommend this programme to a friend or colleague?

The **EDGE**

2024

What do
participants
have to say?



“The EDGE Programme has been transformative for my professional growth. It has significantly enhanced my innovative thinking, enabling me to generate and execute disruptive ideas effectively. The diverse perspectives and sessions like the EDGE Café have improved my problem-solving approach a lot, so THANK YOU!”

Marcos Moura, Marketing



“The course was incredible - it was equal parts inspiring and instructive. It painted a clear picture of leadership styles to aspire to - and provided the tools that help me get there.”

Dominik Prinz-Barley, Marketing



“The program was very unique and engaging - truly one of a kind, and the instructors were top notch.”

**Karolyn Baxter,
Marketing**



A great program for deepening your leadership skills in a wide range of topics. I'm focused, clear on how to prioritize and look things from a broader perspective.

**Melinda Bercsenyi
Finance Director**



“What really stuck out for me, is the importance of being aware of what I can and can't control. As a result, I am a lot more conscious about it now in work and life generally

**Liam Laville
Head of Insights**



“I can't recommend the EDGE Programme enough! It has been an incredibly enriching experience, both professionally and personally. Each session is filled with practical insights that you can apply, whether in your work or daily life....If you're looking for a programme that drives real growth, EDGE is an outstanding opportunity for anyone, and it will help you improve in meaningful ways!”

Maria Leal, Comms

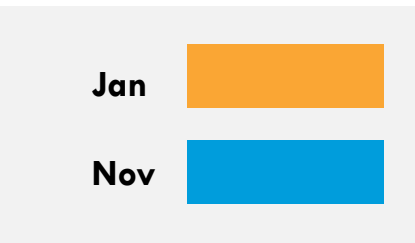


“I engaged with diverse topics that deepened my understanding of effective leadership and enhanced my skills in managing challenges. One of the key takeaways was the emphasis on mental fitness, which has empowered me to cultivate resilience and a positive mindset in both my personal and professional life.”

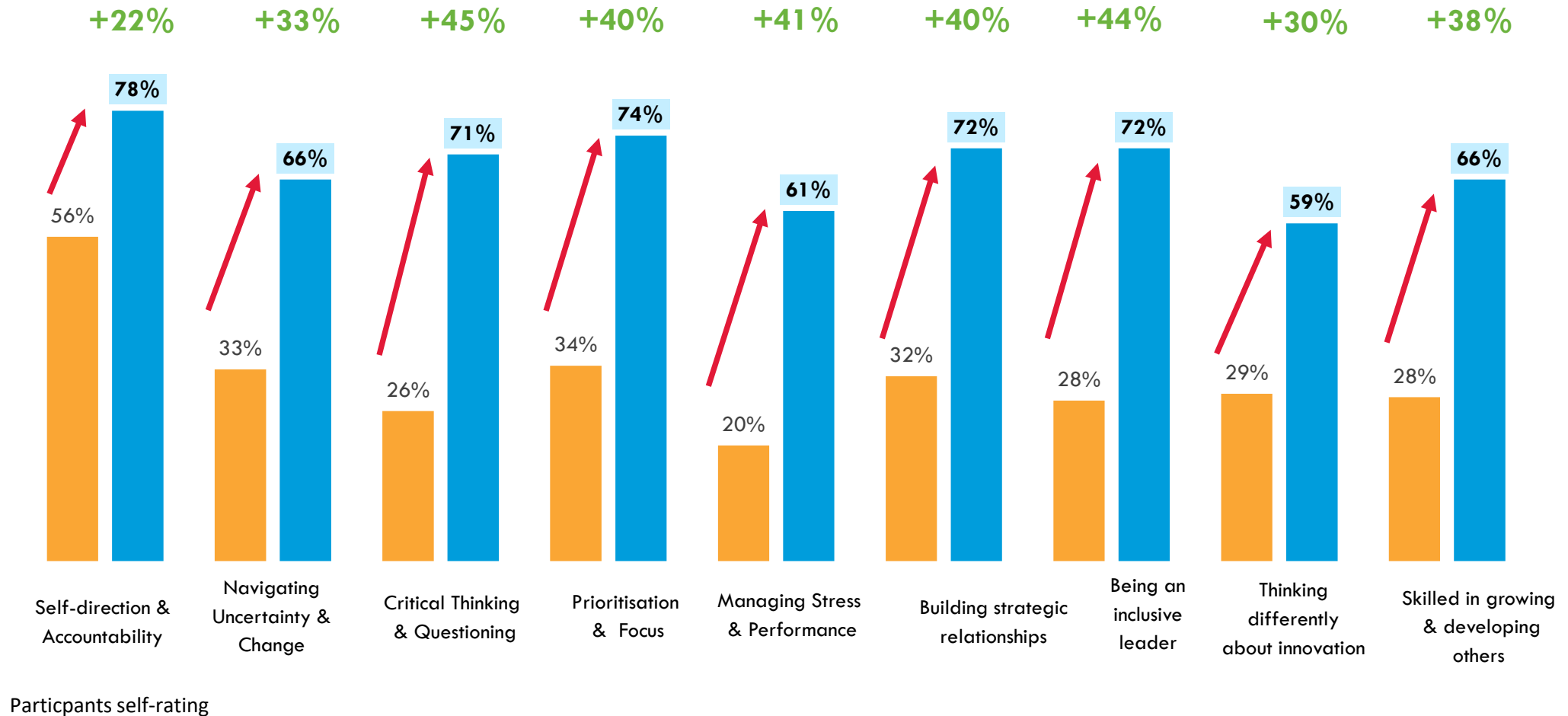
**Mohammed Fouad,
Medical Affairs**



The EDGE 2024: Huge improvements on all competencies covered!

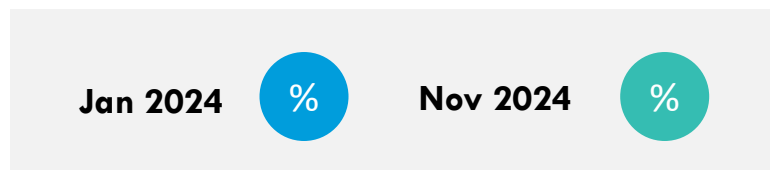
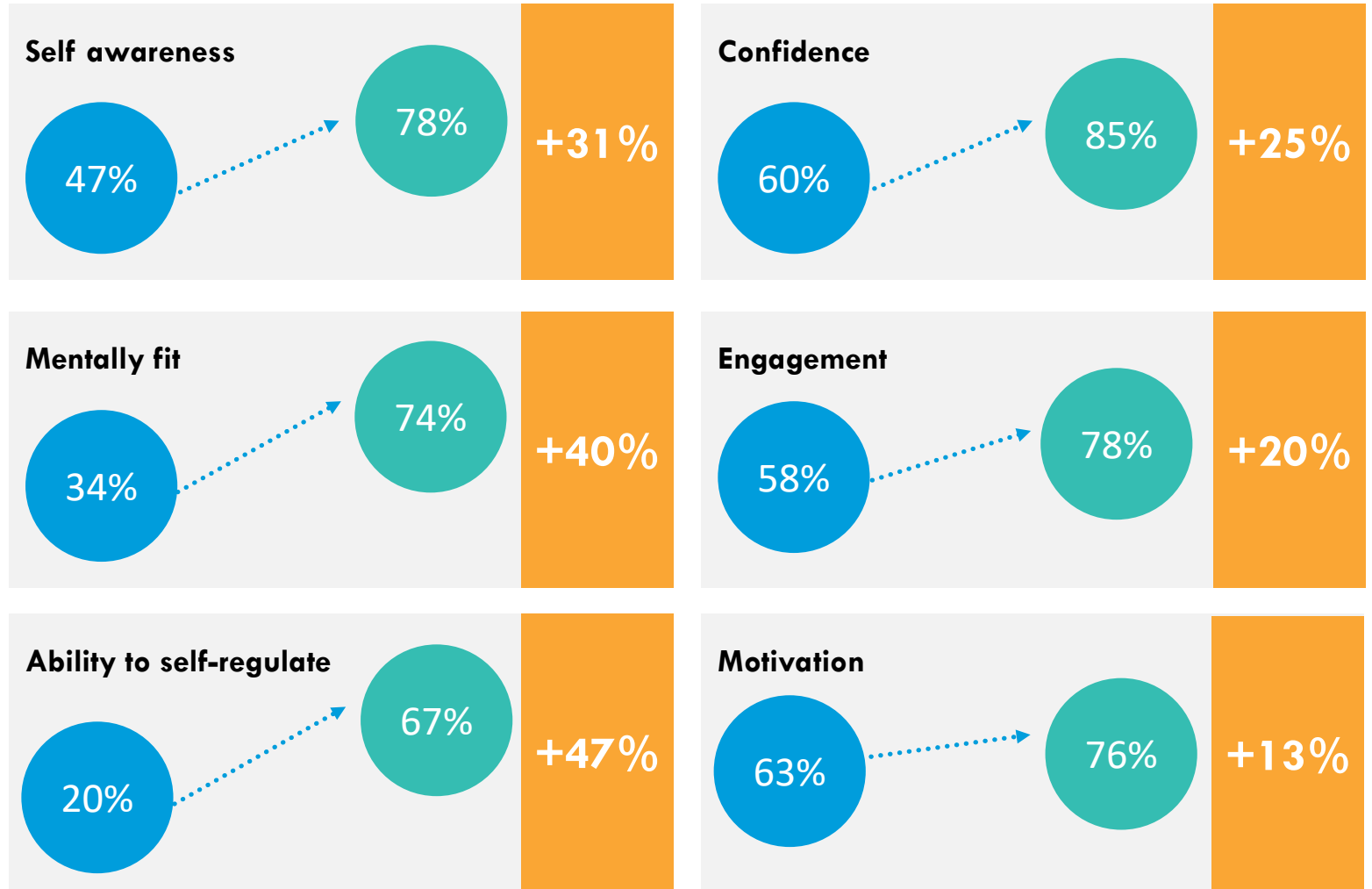
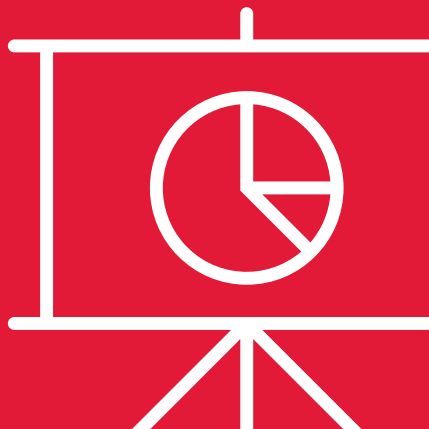


Q5 – How equipped do you feel in the below competencies? (Data shows top 2 boxes)



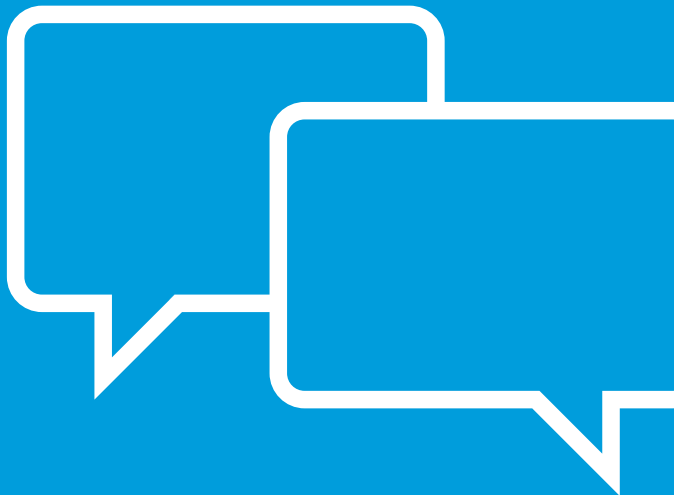
Full year Results

Positive shifts across all measures!



(*Based on top 2 boxes)

Participant Testimonials



“Great international representation of peers and large enterprise companies/organizations, good/decent speakers. Breakouts, connecting with people from other industries and roles - we all have management and big company commonalities. Thank you!! Loved your positive vibes and energy, I always smiled and learned when I attended.”

Jess Brown, Marketing. Google

“The EDGE helped me to gain new skills and build confidence. Interaction with leaders from different companies helped me to see new angles and recognize similar challenges.”

Strahinja Cvijanovic, Marketing. Atlas Copco

“A fantastic opportunity to learn and develop with others, with some amazing speakers and a great toolkit to help and support the foundations.”

Gary Dunmore, R&D. Atlas Copco

“Incredibly useful sessions with practical tips and techniques to navigate the challenges of work and life, some of which are quite eye-opening. If you are open to listening and trying the tips yourself (even if it feels strange sometimes), you will be amazed.”

Miriam Zimmerman, R&D. Johnson & Johnson

“This course has helped me in understanding where I should focus my energy, to become a better leader.”

Antonia Pomar, Research. MetrixLab

What has been most impactful or memorable for you?



Inspiring and engaging speakers

“Meeting very inspiring guest speakers and learning from their experience, mind sets and attitudes towards work and life.”

Nina Rauwald. HR, Atlas Copco

“Kudos for bringing such a diverse set of speakers to the table - each session was a memorable experience!”

Dominik Prinz-Barley. Marketing, Google

“Experts being incredibly open and genuine while sharing their experiences, inspiring us all to learn and grow.”

Strahinja Cvijanovic. Marketing, Atlas Copco

Balance of theory & practical application

“The tools! Most trainings don’t leave you with anything when they’re done but the edge has left us with a robust tool chest which we can refer back to whenever we need them.”

Karolyn Baxter. Marketing, Google

“The resources and support have greatly enhanced my understanding and confidence in my studies.”

Avi Reick. Quality, Haleon

“The follow up emails are great, and I appreciated the engagement between prepping us for each upcoming session.”

Jennifer Eisen. Marketing, Unilever

Opportunity to meet & learn from others

“Connecting with people from other industries and roles - we all have management and big company commonalities.”

Jess Brown. Marketing, Google

“Meeting so many different people from diverse communities and countries as well as companies all over the world. Breakout rooms were really helpful to get to know others during the working sessions.”

Alexander Irchin. Supply Chain, Atlas Copco

“Collaborating and actively thinking through the content that was just presented and listening to the different perspectives/perceptions of the content we just listened to together.”

Jasmina Beader. HR, Edwards Vacuum

Participants believe they have developed & applied **new skills & behaviours** because of the **EDGE Programme...**



“Clarity - The EDGE content was a great opportunity to focus on what matters (most) & the confidence to trust your leadership instincts.”

Dominik Prinz-Barley. Marketing, Google

“Awareness of mindset in leadership and how to use new tools and methods to help me be more effective.”

Gary Dunmore. R&D, Atlas Copco

“I can feel a positive difference over the last four months. My colleagues come to me more often for questions, advice, and support. I feel happier in my day-to-day work, with less stress and a greater enjoyment of challenges.”

Paula Garibo Gil. Imagine Education

“Taking care of myself to have the energy for others.”

Benedikt Gellissen. Supply Chain, Atlas Copco

“Innovative Thinking: Enhanced my ability to generate & execute disruptive ideas.”

Marcos Moura. Marketing, Unilever

“I’m focused. Clear on how to prioritize and look things from a broader perspective.”

Melinda Bercsenyi. Finance, Haleon

“Being aware of what I can and can't control. This has really stuck with me, and I'm being a lot more conscious about it now in work and life generally.”

Liam Laville. Head of Insights, Just Eat

“Managing a “diverse” team, meaning that now I understand better that everyone has something valuable to contribute.”

Antonia Pomar. Research, Metrix Lab

“Recognising and appreciating alternative perspectives.”

Keir Burrows. Operations, Atlas Copco

“Better stress management and better understanding of what helps me enhance my/my team’s performance in stressful/uncertain situations.”

Claudia Lanz. Medical Affairs, J&J

The **EDGE**

If you were recommending the **EDGE** to a friend, what would you say?



“Huge value in a small package, you will get a lot of answers to questions you had not thought to ask - don't be too busy to find a better way.”

Keir Burrows. Operations, Atlas Copco

“This is the program that will unlock a new leadership chapter for you!”

Dominik Prinz-Barley. Marketing, Google

“If you are open to learning, you have a growth mindset and want to improve your personal performance and positivity as well as help those around you... go for it, you won't regret it.”

Daniel Chadwick. Consumer Insights, Unilever

“Extraordinary guest speakers, global networking opportunities and gaining a general calmness to everything you do professionally and in private life.”

Nina Rauwald. HR,
Atlas Copco

“Go for it! You will learn and grow throughout the program and can apply many things in professional as well as private life.”

Markus Fillips. Marketing, Unilever

“It's a perfect organized programme, over a manageable period, where you can extremely widen your perspective and increase your performance. It's a nice learning atmosphere: you will be surrounded by people, who are willing to learn and coaches, who love their job and what they are doing. Great experience!”

Benedikt Bongers. Operations, Atlas Copco

“I already have recommended it! For me it's really heled me personally and professionally to be better, as a person, as an employee, as a leader and step back and take helicopter view on thing.”

Simon Finnigan. Marketing. Atlas Copco

The **EDGE**

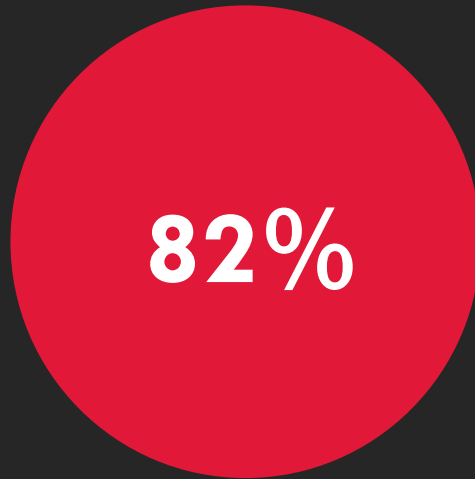
Line Manager Results

POSITIVE BEHAVIOURS OBSERVED BY LINE MANAGERS
(not just claimed by participants)



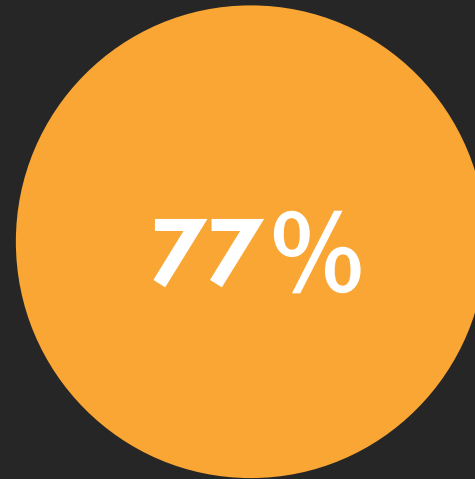


The experience has been also been very positive for Line Managers



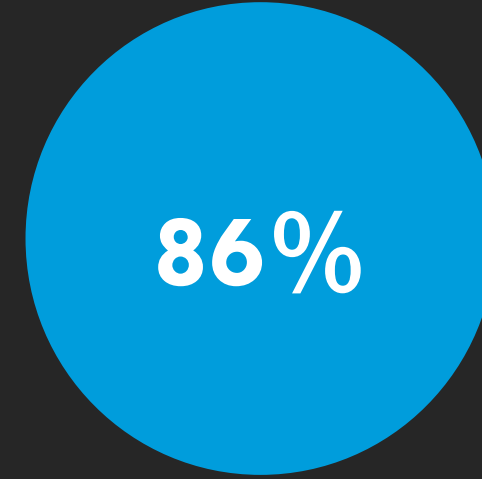
**Are cultivating
more confidence**

Q13 - Do you feel that they have cultivated more confidence as a result of the programme? (Agree/ Strongly agree)



**Improved
performance**

Q14 - Do you feel that the programme has helped them improve their performance in their job? (Agree/ Strongly agree)



**Worth the
investment**

Q15 - Do you believe the money your company have invested in this programme has been worthwhile?

Line managers have seen their direct reports develop & apply **new skills & behaviours since being part of the EDGE Programme**



“Increasing analytical skills and able to manage deadlines, as well as build relationships with other team members.”

VP, Atlas Copco

“Has become an even more empathetic leader. She was already good, but I've seen her confidence as a leader grow significantly.”

Snr Director, Google

“Strong networking and taking leadership to solve problems.”

VP, Atlas Copco

“Willingness to listen and willingness to speak to others.”

VP, Atlas Copco

“Prioritization. Making impact on some key project outside the core responsibilities.”

Stef Lievens, Atlas Copco

“Stepping up to lead, being self conscious of and aware of achievements and how to make it visible.”

Director, J&J

“Managing stress and priorities with focus on what matters most.”

VP, Haleon

“A lot of improvement to unlock a brief, asking right questions to get the clarity needed. She continues to be creative when problem solving, albeit sometimes needs to zoom out and see the big picture.”

VP, Flora Food Group

“Taking control in their own destiny and providing a very positive outlook under stressing circumstances.”

Snr Director, Unilever



Mangers of those on the EDGE agree there have been improvements on **all observed competencies** covered in the programme!

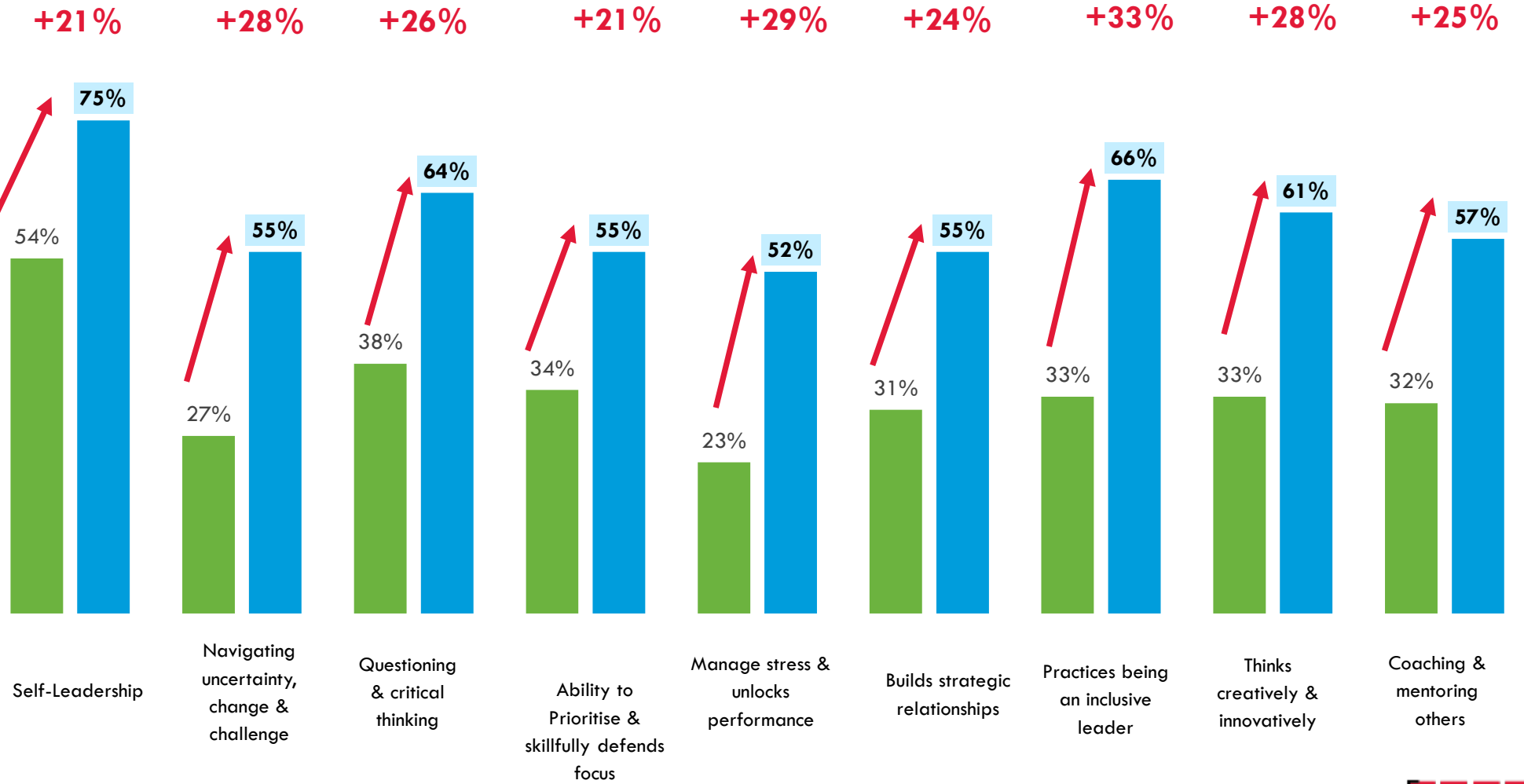
Reported by line managers of those on the program

Jan '24

Nov '24

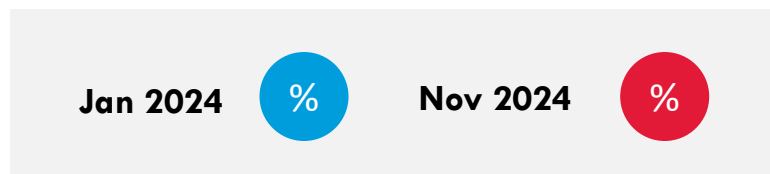
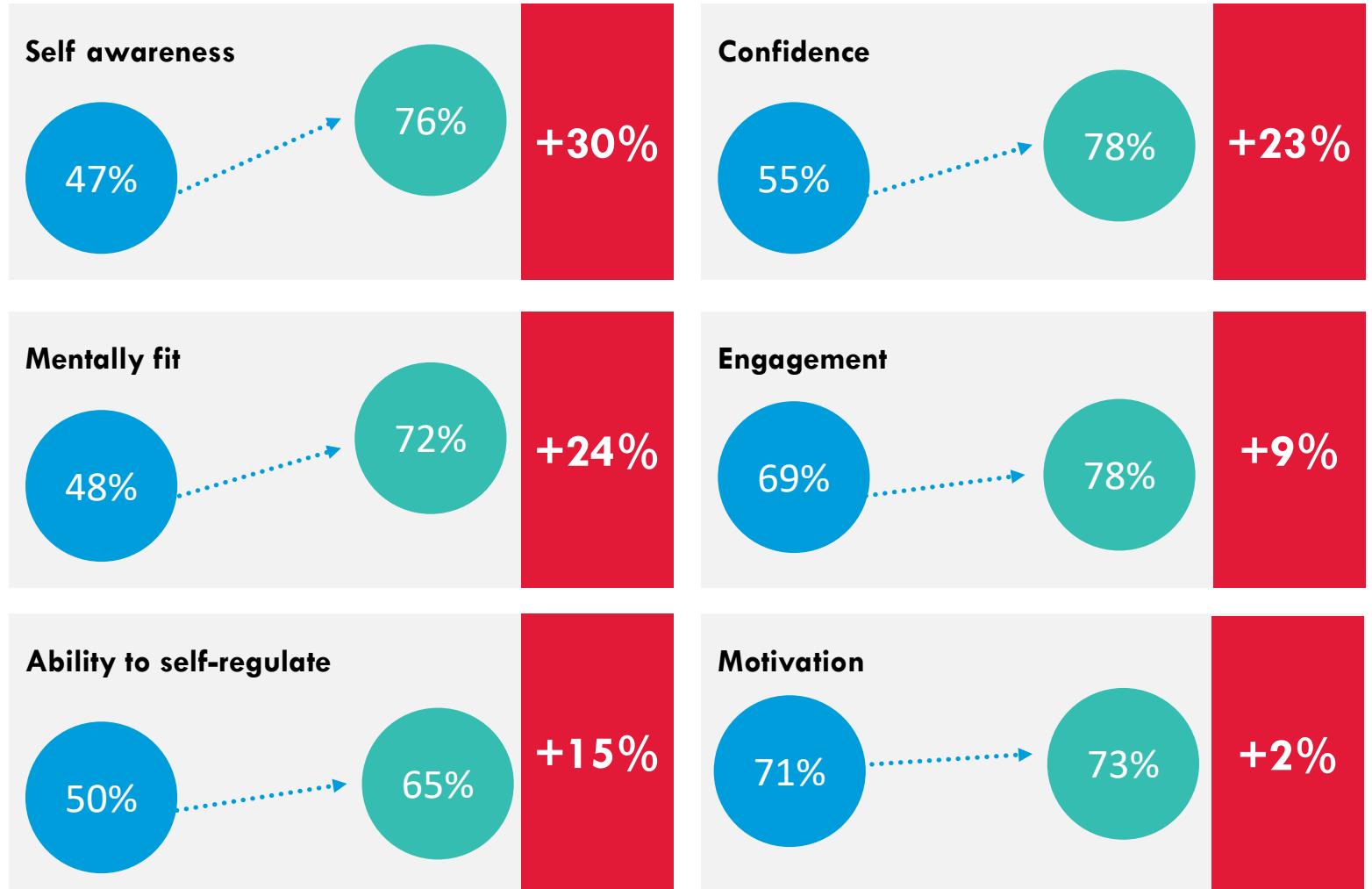
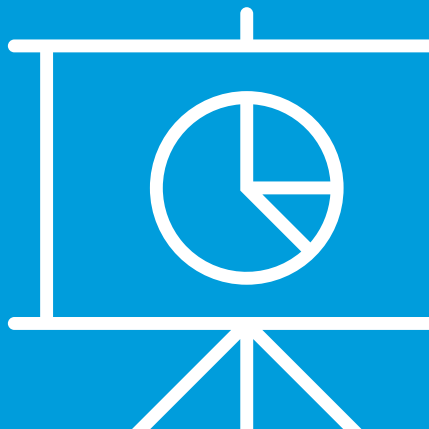
Q11 – How well equipped do you feel they are on the below competencies?

T2B % Very/ Extremely equipped



Line Managers

See positive shifts across all competencies for their team members on the EDGE



(*Based on top 2 boxes)

Interested in joining the 2025?

Contact

team@symbiapartners.com



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Former Royal Marines



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Ambiguity and Uncertainty Expert



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Inclusive Leadership Consultant



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