

# a brighter path.

## The Pathways Group helps organisations and their people change, adapt, learn, develop, innovate and succeed.

Our experienced team invests time to fully understand your goals, then works closely with you to design and deliver solutions that meet the needs of *your* organisation, not someone else's. We focus on the key results you need to support your strategy, growth and development:

- improved productivity
- increased staff motivation
- improved management capability
- enhanced leadership skills
- better teamwork and co-operation
- successful change or restructuring
- process improvements and cost savings
- enhanced staff retention
- proven return on investment

Organisations use our expertise in 5 key areas:

### Employee Engagement

We help you understand what factors help or hinder your employees to 'go the extra mile' in service, productivity and innovation. Using proven analysis, we identify key issues, brief your senior people and build a customised plan to make improvements. Companies see productivity increase, customer and staff satisfaction rise, absence and staff turnover fall.

### Leadership Development

We help your senior people improve their leadership of your organisation, developing their self-awareness, technical, interpersonal and communication skills, often against benchmark standards and competencies. Our best practice programmes use various methods including psychometric and 360° assessments, experiential and action learning, coaching and mentoring to get immediate, lasting results.

### Management Development

We help junior, first line and middle management gain the skills and expertise they need to move your organisation forward. Using customised programmes or flexible national qualifications from the Institute of Leadership and Management (ILM), we ensure managers are swiftly equipped with the knowledge,

behaviours and practical skills your organisation needs now and for the future.

### High Performing Teams

Your teams are the lynchpin of your productivity, outputs and customer service. High Performing teams rarely just happen, but they can be developed. We analyse team strengths, weaknesses and goals and design custom solutions to turn good teams into great teams, poor teams into high performers.

### Managing Change

Shifting markets, customer trends and competition mean your organisation must change to stay ahead. We help organisations innovate, adapt and work through change programmes to be ready and able for the next challenge.

### Our Approach

Put simply, we want what you want: **results**.

Some companies will try to sell you 'development' you don't need, or a solution to a problem you don't have. Some have only one approach in their toolbox, or just open programmes where 'one size fits all'. We don't do that.

We work hard to understand your organisation, asking searching questions to identify the changes you are looking for and the results you need. We suggest or present a range of options for maximum success, detailed in a clear proposal, and we'll refine our ideas with you until you're sure we've got it right. We work professionally, practically and ethically with your people at all levels, evaluate ongoing progress and measure success.

### Our People

Our flexible team are highly skilled professionals with senior experience in fast moving, changing private and public sector organisations. Well qualified with key areas of expertise, our people hold recognised memberships with national bodies, track trends and research and are committed to their own continuous development. Our team also volunteer their professional skills to support youth development, new entrepreneurs, rural regeneration and social responsibility projects.

### Key Contacts

Chris Malpass:	07791 128110	chris.malpass@pathwaysgroup.co.uk
Paul Bedwell:	07711 636568	paul.bedwell@pathwaysgroup.co.uk
Bernard Genge:	07929 210435	bernard.genge@pathwaysgroup.co.uk

[www.pathwaysgroup.co.uk](http://www.pathwaysgroup.co.uk)

