

ABBEVILLE ASSOCIATES – GENERAL LEAFLET

About Abbeville Associates Ltd

Abbeville Associates Ltd was established in 2004 to provide consultancy and training support to employers and organisations with leadership, team working, diversity and inclusion, and the “people” side of business.

Our values include promoting diversity and inclusion, as well as fostering growth and development. We believe people are highly resourceful - our role is to help individuals, teams and organisations to tap into those resources and to build individual’s capacity to think and act, confidently, fairly, and in their own authentic style.

Our Services

We offer a range of services, always tailored to suit the needs of our clients:

- Leadership, vision and values, performance improvement
- Executive and group/team coaching
- Team workshops and facilitation
- Equality, Diversity and Inclusion – leadership, workshops, facilitation, equality impact assessment, strategy and action planning
- Human Resources - strategic HR planning, implementation and consultancy, ad hoc - “call off” advice and consultancy or specific (tailored) support on particular issues e.g. performance management, leadership development, managing long term absence, flexible working etc

Some of Our Clients

Private Sector

- Dairy Crest
- Shell Trading
- Encyclopedia Britannica
- Odgers and Berndtson
- The London Lawn Care Company
- Miller Druck International Stone Ltd
- Penten Construction Group
- Power Office Solutions
- Resonant Media
- Serve Legal
- The Clean Space Ltd
- Urban Practitioners

Public Sector

- Department for Transport
- NHS Health Scotland



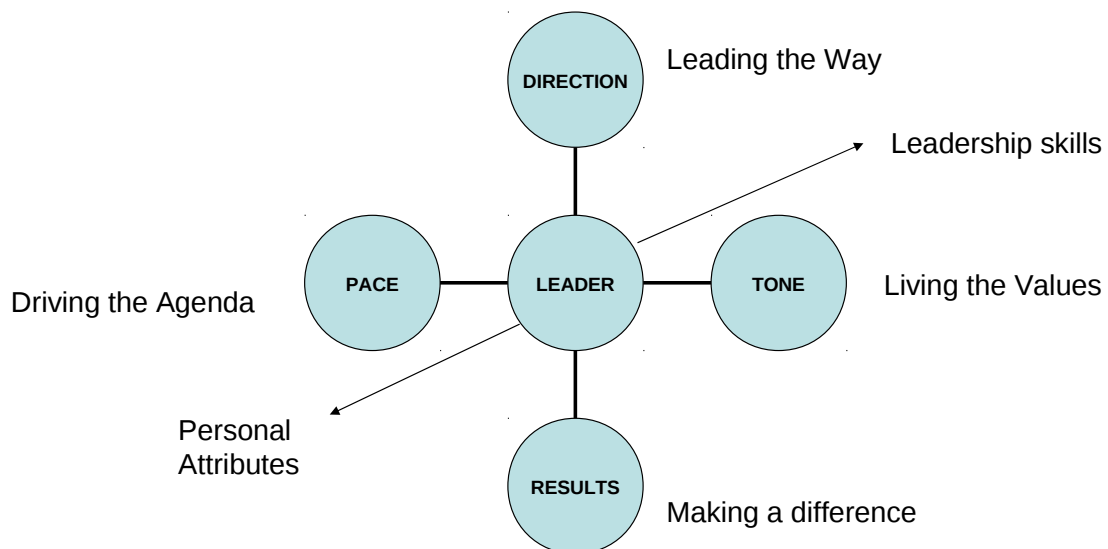
- FCO Services
- South Thames College
- Surrey County Council
- Salisbury District Council
- NHS Bradford and Airedale
- NHS Hammersmith and Fulham
- NHS Croydon

Not for Profit

- Thames Valley Housing Association
- St Christopher's Hospice
- Friends Re-United Network
- Weir Link Children and Community Centre
- South Bank Mosaics

Leadership Excellence

This is a one to one leadership development programme, using the Abbeville Leadership Excellence © framework, based on key characteristics of high level, strategic, and inspirational, leadership



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The framework is underpinned by a detailed on-line questionnaire of effective leadership behaviours, which senior managers and 3 of their colleagues complete, scoring against effective leadership behaviours. A skilled consultant



will then analyse the results and give one to one feedback to each leader, identifying with them areas of strength and areas for further work.

Leaders gain a clear insight into existing top level strengths - including how far leadership behaviours match organisational vision and values, or are contributing to business objectives.

Individual and top team reports analyse strengths and areas for development. Leadership excellence can be combined with a range of psychometrics (e.g. Myers Briggs, Firo B, 16PF)

Leadership Development

We offer a tailored leadership programme which can be run for individuals or teams. This includes a series of smaller (typically 1.5 or 2 hour sessions) that are facilitated by our consultants and focus on issues such as:

- What is leadership?
- Who am I as a leader
 - o What is my style?
 - o What are my strengths?
 - o How can I develop as a leader?
- Leadership Skills
 - o Setting vision and goals
 - o Communicating and engaging others
 - o Dealing with conflict
 - o Equality, diversity and inclusion

These interactive sessions enable managers or senior teams to consider how being their authentic selves can enhance their organisations.

Executive Coaching

We have a number of very experienced coaches, who can offer face to face or telephone coaching to support individual development, or work on issues such as relationship management, career next steps, being “stuck” and not able to move on or resolve situations effectively.

In addition, we can provide team or group coaching and facilitation to run alongside other development initiatives. We have found this to be a highly effective way of building groups coaching skills and improving team working.

Generally speaking our coaches work with clients over a period of time, for example in blocks of 3, 6 or longer coaching programmes. They come highly recommended and have experience in the public, private and not for profit sectors. References/testimonials can be provided.

All our coaches are qualified, receive personal supervision and are encouraged to reflect and develop their own practice.



Performance Excellence

A dedicated lead consultant will work with your team using the Abbeville Performance Excellence framework (shared vision and values, team working and focusing on the contribution of each individual). Team members complete a questionnaire which is the basis for an initial feedback and objective setting meeting with our consultant. This enables an examination of what has worked well, what could be even better and provides a framework for thinking about strengths and areas for development.

In addition, team members are encouraged to consider their personal input and value, and to offer feedback on company wide issues.

A detailed, confidential report is sent to participants and at the same time a summary report, giving feedback on company wide issues, is sent to relevant senior managers/company directors.

In addition to motivating and energising, the approach demonstrates a company's commitment to individuals, colleagues and customers alike. It is, therefore, a highly effective way of enhancing the performance at all levels, and signalling to everyone that individual performance matters.

Our Team Days

We offer a wide choice of content for team days and events, the important factor being that the day is of value to you and your team. Illustrative options include a focus on:

- Understanding one another better and working together
- Setting goals and priorities
- Understanding different contributions to the team, including roles
- Examining leadership styles
- Managing conflict
- Valuing difference and harnessing talents

We also offer a choice of short inputs from creative associates – to add some fun and diversion to team days. For example, music and singing for those who “can’t sing”, developing your memory, and drawing for those who “can’t draw”. These sessions, usually run in the early afternoon, are led by experts in their field.

What to do Next

To discuss People issues, Leadership Development, Performance Excellence, Executive Coaching, Equality, Diversity and Inclusion – or to arrange an HR audit or team day – please contact us...

...at the Abbeville office:

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