

Company: Management Dynamics Global Limited, London, UK
Company Description: Management Dynamics are leadership development, executive coaching, and talent management experts, driving exceptional performance globally since 2016. With 32 employees servicing 41 brands across 5 continents, their research-based, high-impact, innovative blueprint for success about how the greatest leaders, teams and organisations think, act, and communicate earned them a 2023 Stevie® Gold Award
Nomination Category: Company / Organization Categories
Nomination Sub Category: Company of the Year - Business or Professional Services - Small
Nomination Title: Management Dynamics



1. Which will you submit for your nomination in this category, a video of up to five (5) minutes in length about the achievements of the nominated organization since 1 January 2023, OR written answers to the questions for this category? (Choose one):
- Written answers to the questions
2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the nominated video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video.
3. If you are providing written answers for your submission, you must provide an answer to this first question: Briefly describe the nominated organization: its history and past performance (up to 200 words):

Total 190 words used.

Launched in 2016, Management Dynamics harnesses over 25 years of HR expertise to drive outstanding results for renowned global brands such as Pandora, PepsiCo and NATO. Our impactful, data-driven learning experiences raise the leadership development bar and seamlessly transform company culture.

We specialise in crafting bespoke, high impact development solutions across four key specialties of Leadership, Teams, Coaching and Talent Management. Our dynamic face-to-face and distance learning delivery mechanisms ensure maximum transfer, retention and application of knowledge and skills. We partner closely with our clients to ensure they get the best out of their learning journey, and guarantee long-lasting, tangible results.

Our relentless pursuit of innovation drives us to create exceptional blended and online learning solutions to overcome clients' individual leadership challenges. We are growing our global footprint to service prestigious organisations across 5 continents, and have attracted, nurtured and retained a team of 32+ world class facilitators.

As a result, we achieved a year end turnover of £1,080,000 for 2024 and are projected to hit £1,296,000 by the end of 2025, with profits of £189,243 last year, set to reach £253,491 in 2025.

4. If you are providing written answers for your submission, you must provide an answer to this second question: Outline the organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words):

Total 250 words used.

Since the start of 2023, our team has delivered transformative learning experiences underpinned by energy, expertise, and a commitment to measurable outcomes. We have:

- Delivered 1,000+ hours of content to over 1,500 individuals, with 700+ hours delivered in-person
- Achieved an average participant satisfaction score of 4.7/5
- Secured a Net Promoter Score of 48 - above the industry average of 25–33
- Ran a workshop experience for our clients in London, rated a 4.9/5

An example is the “Future-Reader” Leadership Programme for Samsung—an intensive 12-week challenge designed to nurture business leadership, cross-functional collaboration, and strategic thinking. The programme included immersive experiences such as a field trip to Samsung’s KX Experience Centre and competitor retail outlets, enhancing participants’ customer-centric insights. Already, 17.5% of participants have received promotions in the most recent cycle. One participant shared: “I have been at Samsung for 16 years and have never had a better training course. What makes it so special is that it's a long-term program, set up with my peers so I can network and share ideas across business divisions.”

For PepsiCo, we delivered an organisation-wide programme to embed their SUPER5 team-effectiveness model. The initiative empowered employees to develop team coaching capabilities, a 20% uplift in confidence was reported. Impressively, 96% reported at least “Some Confidence,” and no participants rated themselves “Not at all Confident.”

Our programmes are immersive, strategic, and purposefully designed to build the leadership and capability needed to drive success in today’s dynamic business environments.

5. If you are providing written answers for your submission, you must provide an answer to this third question: Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

Total 245 words used.

1. Uniquely inclusive and global

While many providers claim inclusivity, we operationalise it:

- Delivery in 13 languages
- Integration of BSL/ASL interpreters
- Learning materials designed for diverse learning needs
- Hybrid delivery models to maximise accessibility and impact
- Direct alignment with clients’ internal D&I strategies

This level of customisation and accessibility is rare and ensures our learning solutions are representative and scalable—vital in today’s global workforces.

2. Beyond boilerplate: personalised and proprietary

Our programmes are never off-the-shelf. We integrate industry-standard tools (Korn Ferry, DiSC) with our proprietary Advantycs® diagnostic, enabling deeply personalised development journeys. A prime example is Samsung’s Future Ready Leaders Programme, which blended:

- Top-level sponsorship and senior leader engagement
- Pre-programme onboarding for participants and their line managers
- Instructor-led training, expert speaker sessions, and real-world leadership challenges
- Group coaching, psychometrics, and reflective practice

This multi-dimensional design delivered a world-class learning experience and ensured immediate application in the workplace.

3. Tangible outcomes and growth

Our Future Ready Leaders Programme for Samsung led to a 17.5% promotion rate within a year. At PepsiCo, confidence in team coaching rose 20%, and no participants reported “Not at all Confident”—a significant behavioural shift.

4. Demonstrated market trust

We’ve expanded our client base from 24 to 41 since 2023—growth that reflects not just satisfaction, but sustained trust and value. Samsung has since showcased our programme at a global HR summit, recommending its rollout across international regions.

We don’t just develop leaders—we redefine how leadership development is designed, delivered, and scaled globally.

6. You have the option to answer this final question: Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 245 words used.

The support document shows we are:

100% focused on achieving maximum impact for our clients

We leave no stone unturned curating programmes using the latest assessment tools, learning techniques and neuroscience. Our research-based blueprint for success centres on how the greatest leaders, teams and organisations think, act, and communicate, making us unique and unrivalled in our ability to deliver leading-edge, leadership development. After delivering PepsiCo’s SUPER5 programme 89% of participants said that the impact was Very High or High.

Delivering game changing leadership development

We give organisations the competitive edge they seek by developing the capabilities of their leaders through our interactive and engaging leadership development solutions. Our unique design process converts theory into action learning for maximum retention.

Empowering leaders to roll out innovative team-effectiveness models

At international food and drinks giant PepsiCo, an impressive 96% of participants had Some Confidence or above after attending our Team-Effectiveness Coaching programme. Since March 2023, we have rolled out this highly successful team-effectiveness programme to 304 participants. We have also had our Advantycs Diagnostic used by over 200 teams in over 30 different organisations, we are proud to know we have helped teams on their journey to high performance.

Revolutionising performance culture

100% of Samsung Participants felt their leadership skills had improved, and 92% reported strengthened networks, enhancing cross-functional collaboration.

Proudly working with global partners across a diverse range of industries and scales

We revolutionise leadership at numerous exceptional multi-national brands from ITV and Bacardi to NATO.

Attachments/Videos/Links:

[Management Dynamics](#)

 [REDACTED FOR PUBLICATION]