

Nomination: 6162

Leading edge development, catalysing world-class performance

**Page: General Information**

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

**Name of Organization/Company**

Management Dynamics Global Ltd

**Additional Contacts**

I would also like to have others receive emails about the disposition of our entries.

**Page: Entry Information**

**Entry Title**

Leading edge development, catalysing world-class performance

**Category**

D01 - D08 Solution Provider > D06 - Leadership or Skills Development Solution Provider of the Year

**Solution Provider Submission Format**

Written Answers

**a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required**

Management Dynamics are leadership and team development experts, renowned for our ability to catalyse performance through teams, people and [REDACTED] top global brands such as AstraZeneca, NATO and Pepsico. With 25+ years of Corporate HR experience, we're passionate about helping businesses adapt, survive and thrive in a world of constant change by equipping teams and leaders to step up and stand out through our unique and unrivalled:

- Research-based blueprint for success about how the greatest leaders, teams and organisations think, act, and communicate.
  - Innovative, interactive and impactful in-person or virtual learning experiences that shift mindsets, differentiate performance and fulfil potential.
  - Cutting edge tools, robust methodologies and vast experience to build bespoke solutions across four key areas: leadership, teams, coaching and talent management.
- Due to our leading edge approach to flexible and sustainable learning and development, we are consistently delivering the best results for our clients and our company:
- Growing world-class team of 32+ operating across the world in 17 different languages, with an 88% increase since 2020
  - Transformed the performance and culture of 24 organisations globally
  - [REDACTED FOR PUBLICATION] exponential growth target [REDACTED] in the next 5 years.

**b. Outline the organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required**

We're proud to work with incredible businesses across a diverse range of industries and scales, building strong partnerships to inspire lasting growth, transform company cultures and create differentiated performance.

For example, in 2020 global leaders in consulting and engineering, Wood Plc, commissioned us to attract, develop and retain a pipeline of future-ready leaders to overcome the impact of Covid-19, [REDACTED] industry, and rising attrition rates.

Using the results of a Korn Ferry Assessment of Leadership Potential (KFALP), we designed a completely bespoke Leadership Excellence Programme (LEP) to elevate their business, power their progress and pioneer their long-term success.

We tailored the programme to meet Wood's strategic needs and 'Future Fit' vision of an empowered community culture, including 40% women leaders by 2030, with participants able to embrace bold ideas, new ways of working and skills for the future. Wood's Vice President of People Development, Simon Dick, was delighted with the results:

"This programme is shining a light on our rising stars and challenging them to step up to the plate. Getting our high-potential individuals ready for the future today will set Wood up for strategic success tomorrow."

The LEP enabled Cristina Alcantarilla, Principal Project Engineer at Wood, to define and develop her leadership skills. Along with 15 others in the programme, Christina has now been promoted to a leadership role:

"I'm now fully equipped with the right tools to help others develop, to inspire and promote teamwork in a high trusting environment and to influence positive change within Wood."

**c. 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). Required**

REDACTED FOR PUBLICATION

Employing pioneering methodology

Using the language of data, analytics and science to prove skill gaps and associated risks to the business we converted very technical thinkers to the value of building self-awareness, bigger picture thinking and experimentation into their leadership mindsets. As one participant commented: "The focus on self-awareness and self-management is what most businesses miss"

Unlocking exceptional value

Where previous [REDACTED] in-person courses cost Wood £300k+, our virtual offering unleashed 160+ Korn Ferry assessments, 365 hours workshops and 6,000+ hours learning for 149 participants across 23 countries, all within 12 months and a budget of £30k. A 645% increase in participation exposed a rich global pipeline of future talent to accelerate and reinforce succession plans at all levels.

Addressing diversity and inclusion

Virtual delivery lifted barriers to advanced leadership development for a much wider global cohort of Wood employees. 100% online and 90% co-facilitation saved Wood £300k+ in consultancy, travel and accommodation, supported their 2030 goal of 40% carbon reduction and connected a diversity of current and future leaders, including 36% women.

Inspiring long-term loyalty

Embedding pioneering, scalable talent development into a 160 year-old business highlighted that Wood remains an exciting place to work within an evolving industry. Engaged and empowered participants rated the programme 4.7/5, surpassing our average of 4.4, saying "The knowledge that Wood is investing in the next generation of leaders is really energising."

**d. 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). Optional**

The support materials attached demonstrate how we are:

Inspiring and enabling world class performance everyday

Experts in dynamic leadership and management development, renowned for our ability to create differentiated performance and transform cultures through teams and people in collaboration with our global team of 32+ world-class facilitators and coaches.

The catalyst for transformation and growth

We can prove that working in partnership with our clients to develop high impact development solutions, bespoke to individual needs drives tangible, sustainable results, which is why incredible businesses such as Mars, Maersk and Pandora have chosen us to develop their leaders.

100% focused on achieving maximum impact

We leave no stone unturned curating the latest in assessment tools, learning techniques and neuroscience. Our research-based blueprint for success about how the greatest leaders, teams and organisations think, act, and communicate makes us unique and unrivalled in our ability to deliver leading-edge, leadership development.

Taking succession planning to the next level: Wood Plc

Dynamic, evidence-based leadership development is the key to businesses maintaining a competitive edge in a fast-moving, uncertain and volatile world. In 2020, we helped Wood Plc to get ahead of the game, enhancing the leadership skillsets of 149 high potentials across 23 countries, with virtual delivery engaging 645% more participants than normal.

Growing globally

Our rapidly growing reputation for transforming people, cultures and organisations has catalysed our own business performance. [REDACTED FOR PUBLICATION] forecasting an exponential growth [REDACTED] in the next 5 years.

**Webpage Link**

<https://management-dynamics.com/> (<https://management-dynamics.com/>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://management-dynamics.com/explore-solutions/leadership-and-management-development/> (<https://management-dynamics.com/explore-solutions/leadership-and-management-development/>)

**Would you like to add an additional webpage link?**

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**Webpage Link 3**

<https://management-dynamics.com/insights/> (<https://management-dynamics.com/insights/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 4**

<https://management-dynamics.com/insights/case-study-leadership-development-inspiring-excellence/> (<https://management-dynamics.com/insights/case-study-leadership-development-inspiring-excellence/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 5**

<https://www.linkedin.com/company/management-dynamics-global/> (<https://www.linkedin.com/company/management-dynamics-global/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 6**

<https://www.facebook.com/managementdynamics/> (<https://www.facebook.com/managementdynamics/>)

**Would you like to add an additional webpage link?**

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**Web Page Link 7**

[https://www.instagram.com/management\\_dynamics/](https://www.instagram.com/management_dynamics/) ([https://www.instagram.com/management\\_dynamics/](https://www.instagram.com/management_dynamics/))

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**Web Page Link 8**

[https://twitter.com/mgt\\_dynamics](https://twitter.com/mgt_dynamics) ([https://twitter.com/mgt\\_dynamics](https://twitter.com/mgt_dynamics))

**Would you like to add an additional webpage link?**

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**Web Page Link 9**

<https://www.youtube.com/watch?v=oSVk1NX-Y8M> (<https://www.youtube.com/watch?v=oSVk1NX-Y8M>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 10**

<https://www.youtube.com/channel/UCSaHZGpwAoN8aBkOYJeEggg/videos> (<https://www.youtube.com/channel/UCSaHZGpwAoN8aBkOYJeEggg/videos>)

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/15043/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxNTA0MywiYWxsYXN0b3R0aWduZWRRVcmwiOiJGYWxzZSIsImlnbm90IF6RbVO8HwJho2Q?Stevies%20for%20Great%20Employers%20-%20Solution%20Provider%20-%20Leadership%20or%20Skills%20Development%20Solution%20Provider%20of%20the%20Year%20-%20Management%20Dynamics.pdf>)

**Would you like to add an additional supporting document?**

No

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**Terms and Conditions**

I Agree