

Nomination: 7328

Driving performance through innovative leadership development

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

Driving performance through innovative leadership development

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

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 applying robust assessment tools and certification programmes such as Korn Ferry, DiSC and Advantycs® to deliver bespoke 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 £819,634 for 2022 and are projected to hit £1.3million by the end of 2023, with profits of £245,248 last year, set to reach £460,000 in 2023.

b. Outline the organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

Our exceptional energy and expertise has unleashed remarkable achievements since the beginning of 2021:

- delivery of workshops to 1000+ individuals through 850 hours of content, 510 in-person
- exemplary feedback scores of 4.6/5, on average, from over 210 training sessions
- turbocharging turnover by an impressive 118%.

For example, we empowered PepsiCo's 450-strong core HR community to support leaders and teams, rolling out their SUPER5 team-effectiveness model.

After our coaching programme, 59% of participants rated themselves as either Confident or Extremely Confident about team effectiveness coaching using SUPER5, representing a 21% increase since the start of the programme, and 96% participants had Some Confidence after taking part.

One team member said, 'Learning more about how best to facilitate at a more advanced level was really valuable.'

We also galvanised a progressive performance culture at Pandora, following significant leadership change for the brand. They needed a culture where leaders were accountable for and capable of developing their own teams to high performance.

To sustain this, we supported 37 teams using our Advantycs® solution - the first fully-integrated framework, methodology and toolkit to support persistent, incremental improvements in team performance. We created a development model that could be utilised effectively at all organisational levels.

Advantycs® Diagnostics showed a significant increase across all dynamics of team performance for all participants and a 6% improvement in the team's perceived overall performance.

One participant said, 'We really have started to understand each other and ourselves more. How we connect, work together and how we can drive each other.'

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

Our innovative approach to leadership development has fuelled an impressive 118% turnover increase in the last 18 months, compared to 65% average since 2018, and elevated us beyond our peers by:

Avoiding a cookie cutter approach

Our bespoke programmes drive engagement and positive outcomes, utilising an impressive range of tools and certifications to deliver and manage assessments, including our own proprietary tracking software Advantycs®. After working with us, a staggering 89% of participants at PepsiCo rated our training's impact as High or Very High. Our team development solution for Pandora increased leadership development scores by 15 and increased employee engagement by an average +0.3.

Future proofing company leadership

We future-proof businesses by powering-up leaders' capabilities, allowing for robust succession planning. Prior to our programme, Pandora's Diagnostic scores for The Dynamics of High Performing Teams (HPT) were trending below the norm, in particular around Routines and Resilience, which both scored -0.2 below average. After the programme the team scored higher than the norm for four out of five of the Dynamics. These high performing leaders are now equipped to drive the company forward.

Addressing diversity and inclusion

We designed a hybrid of face-to-face and virtual delivery to deliver maximum impact across all organisational levels, and have lifted barriers to advanced leadership development across Pandora's global community. Since 2011:

- 21 teams completed HPT programmes
- 12 of those in 2022
- 11 teams will finish training in 2023
- Initiated HPT to 13 next-level leaders
- Including 6 Directors, 2 Country Managers and 1MD

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 document for this entry 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.

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 after attending our Team Effectiveness Coaching programme. Since March 2023, we have rolled out this highly successful team effectiveness programme to 305 participants, 59% of which rated themselves Confident or Extremely Confident in the area following the training. This represented a 21% increase since the start of the programme.

Revolutionising performance culture

Our Programme for world-renowned jewellery brand Pandora delivered significant increases in all Dynamics of High Performing Teams. Since 2021, perceived improvement in the team's performance has increased by 6%.

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

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

Webpage Link

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

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://twitter.com/Mgt_Dynamics (https://twitter.com/Mgt_Dynamics)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<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?

Yes

Web Page Link 4

linktr.ee/managementdynamics (<http://linktr.ee/managementdynamics>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

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

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17985/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzk4NSwiYWxsbn3dOb3RTaWduZWVcmwiOiJGYWxzZSIsImInbm9yManagement%20Dynamics%20-%20Leadership%20or%20Skills%20Development%20Solution%20Provider%20of%20the%20Year%20.pdf>)

Would you like to add an additional supporting document?

No

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I Agree