

## Catapult Consulting Ltd - Recent Projects

Industry	Project
Aerospace	<ul style="list-style-type: none"> <li>▪ Co-designed and delivered a leadership development programme for European management cadre - six programmes over three years in UK and USA</li> <li>▪ Facilitated a series of executive team learning days</li> <li>▪ MBTI assessment and feedback of leadership teams (100+ people)</li> <li>▪ Facilitation of a performance management action learning sets</li> <li>▪ Designed and delivered a Leading High Performance Teams programme for first line managers</li> <li>▪ Project management training and facilitation</li> <li>▪ Designed and delivered executive programmes on communication, transactional analysis and employee engagement.</li> <li>▪ Designed and delivered a career development programme for high potential staff</li> </ul>
Broadcast technology	<ul style="list-style-type: none"> <li>▪ Carried out a culture audit and a series of executive masterclasses on top team dynamics, communication and change, strategic alignment and creating a high performance culture</li> </ul>
Catalogue shopping	<ul style="list-style-type: none"> <li>▪ Co-delivered on management development programme modules</li> </ul>
Charity	<ul style="list-style-type: none"> <li>▪ Coaching programme for several members of the executive team</li> <li>▪ Designed and ran programmes on creating winning bids for funding and also on presentation skills</li> <li>▪ Devised and delivered an Executive Assistance event for team of PA's</li> <li>▪ A series of sales training programmes for fundraisers</li> <li>▪ Designed and delivered an Advanced Project Management workshop</li> </ul>
Communications agency	<ul style="list-style-type: none"> <li>▪ Team building and psychometric testing</li> </ul>
Youth Services	<ul style="list-style-type: none"> <li>▪ Designed and delivered a professional development programme</li> </ul>
Civil Engineering	<ul style="list-style-type: none"> <li>▪ Designed and ran a communications audit, with recommendations and strategic comms planning support</li> <li>▪ Delivered several programmes of coaching training for management</li> </ul>
Construction	<ul style="list-style-type: none"> <li>▪ Facilitated a 4-day induction event for 100 staff</li> </ul>
Electrical distribution	<ul style="list-style-type: none"> <li>▪ Designed and delivered a 360° review programme for management</li> </ul>
Employment for disabled	<ul style="list-style-type: none"> <li>▪ Designed and delivered a communication and change training course for management tiers</li> </ul>
Employment for disabled	<ul style="list-style-type: none"> <li>▪ Designed and ran a survey to test management perceptions to new corporate culture statements</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Designed an Internal Comms toolkit</li> <li>▪ Delivered project training and facilitation</li> <li>▪ Marked 20 ILM assessment projects, EV approved</li> <li>▪ Designed and delivered train the trainer programmes on communication, transactional analysis and employee engagement</li> </ul>
Engineering Solutions	<ul style="list-style-type: none"> <li>▪ Behavioural change workshop to support a major global 'IMI WAY' Ethics and Compliance programme, delivered in UK, US and Asia</li> </ul>
Executive Education	<ul style="list-style-type: none"> <li>▪ Delivery of ongoing programmes on strategic thinking for operational management, and emotionally intelligent leadership.</li> </ul>
FE College	<ul style="list-style-type: none"> <li>▪ 1:1 career coaching for staff at risk of redundancy</li> <li>▪ Designed and delivered a series of pre-retirement workshops</li> <li>▪ Competency framework workshops</li> </ul>
Financial Services	<ul style="list-style-type: none"> <li>▪ Designed and ran a series of workshops on Emotional Intelligence as part of management development training including for international executive team in Brussels and London</li> </ul>
Financial Services	<ul style="list-style-type: none"> <li>▪ Teambuild and psychometric testing for newly integrated team to build appetite for change</li> </ul>
Financial Services	<ul style="list-style-type: none"> <li>▪ Carried out a culture audit to understand attitudes to change. Devised and ran a teambuild to support action planning.</li> </ul>
Fuel Additives Company	<ul style="list-style-type: none"> <li>▪ Designed and delivered a management team away day, with psychometric profiling, followed up with executive coaching.</li> </ul>
Gas provider	<ul style="list-style-type: none"> <li>▪ Delivered on leadership development programme</li> </ul>
Government	<ul style="list-style-type: none"> <li>▪ Interviewed and selected 2011 census coordinators</li> </ul>
Healthcare	<ul style="list-style-type: none"> <li>▪ ILM Coaching training programme</li> <li>▪ Facilitated at international leadership conference</li> </ul>
Heavy engineering	<ul style="list-style-type: none"> <li>▪ Designed and delivered a management development programme for 12 managers, with additional programmes scheduled as a result of success.</li> </ul>
HMRC	<ul style="list-style-type: none"> <li>▪ Developed and delivered a series of consultancy skills programmes for Lean experts across HMRC</li> <li>▪ Designed, reported, and delivered feedback for a 360 degree review performance management programme</li> </ul>
Insurance	<ul style="list-style-type: none"> <li>▪ Advised on issues around corporate comms and devised a communications strategy for roll out to the wider group community</li> <li>▪ Ran internal comms audit focus groups UK-wide and developed set of comms recommendations to support findings</li> <li>▪ Advised on internal comms process and developed comms strategy to support change programme. Developed an internal comms strategy and comms guidance pack for managers</li> <li>▪ Designed and ran a series of workshops to explore</li> </ul>

	<p>issues raised by the employee satisfaction survey</p> <ul style="list-style-type: none"> <li>▪ Developed and delivered management conference</li> <li>▪ Facilitated a top team strategy day</li> <li>▪ Facilitated an industry best practice group on comms an change</li> <li>▪ Co-delivered a management conference, including speaking at the event on the consequence of change</li> </ul>
Lettings Agency	<ul style="list-style-type: none"> <li>▪ Facilitated a series of teambuilding events</li> </ul>
Local govt	<ul style="list-style-type: none"> <li>▪ Ran a user satisfaction survey for Supporting People Programme</li> </ul>
Local Govt	<ul style="list-style-type: none"> <li>▪ Team build for Community Mental health team</li> </ul>
Local Govt	<ul style="list-style-type: none"> <li>▪ Project to design centralised performance management process and associated documentation</li> </ul>
Local Govt	<ul style="list-style-type: none"> <li>▪ Culture audit to understand change resistance, with recommendations made to executive team. Designed and ran a top team event for 60 senior management to communicate and re-engage them with change programme.</li> </ul>
Luxury goods	<ul style="list-style-type: none"> <li>▪ Leadership development programme delivered in French</li> </ul>
Medical research	<ul style="list-style-type: none"> <li>▪ Designed and delivered academic presentations training</li> </ul>
Oil Company	<ul style="list-style-type: none"> <li>▪ Designed and delivered a leadership programme for managers</li> </ul>
ONS	<ul style="list-style-type: none"> <li>▪ Competency-based interviews for census coordinators</li> </ul>
Pharmaceutical	<ul style="list-style-type: none"> <li>▪ Employee satisfaction surveys (2003 and 2008) - design, run and reporting</li> <li>▪ Team audit aimed at improving relationships</li> <li>▪ Coaching for key managers</li> <li>▪ MBTI teambuild</li> <li>▪ Designed and ran a survey to explore perceptions of EMEA HR function</li> <li>▪ Outplacement programme for staff displaced following M&amp;A integration including 1:1 coaching of large team</li> <li>▪ 360 degree review activity (design, assessment and feedback) for IT department</li> <li>▪ Time management and workload prioritisation programme</li> </ul>
Precision engineering	<ul style="list-style-type: none"> <li>▪ Executive coaching for MD, plus 360 review and FIRO-B psychometric assessment</li> <li>▪ MBTI assessment, reporting and feedback for senior team</li> </ul>
Prisons	<ul style="list-style-type: none"> <li>▪ Co-designed and co-delivered on a management development programme</li> <li>▪ Designed and delivered a 'crucial conversations' programme for over 200 managers to address issues of performance and conduct</li> </ul>
Public Relations	<ul style="list-style-type: none"> <li>▪ Executive coaching for managing director</li> <li>▪ Management development programme for senior team</li> </ul>
Quality	<ul style="list-style-type: none"> <li>▪ Outplacement support, followed by teambuild / re-</li> </ul>

assurance	energiser
Recruitment	<ul style="list-style-type: none"> <li>▪ Psychometric assessment of senior candidates</li> </ul>
Regional development agency	<ul style="list-style-type: none"> <li>▪ Designed and delivered a series of coaching and mentoring best practice event for members</li> </ul>
Retail villages	<ul style="list-style-type: none"> <li>▪ Myers Briggs Type Indicator assessment, reporting and feedback for all new starters</li> </ul>
Retail	<ul style="list-style-type: none"> <li>▪ Customer service training</li> <li>▪ Psychometric profiling of leadership team as part of a facilitated review of top team dynamics</li> </ul>
Royal Mail	<ul style="list-style-type: none"> <li>▪ Delivered comms and change training for managers</li> </ul>
Royal Mail	<ul style="list-style-type: none"> <li>▪ Designed and delivered a career management and outplacement programme to support staff affected by change.</li> </ul>
Royal Mail	<ul style="list-style-type: none"> <li>▪ Ran a Manager as Coach programme for management team of 1800 people</li> </ul>
Services college	<ul style="list-style-type: none"> <li>▪ Outplacement workshops and career coaching for 24 people displaced by administrative review</li> </ul>
Soft drinks	<ul style="list-style-type: none"> <li>▪ Focus group activity on a new business concept</li> </ul>
Software company	<ul style="list-style-type: none"> <li>▪ Designed and delivered a programme on 360° review, including reporting and feedback</li> </ul>
Solicitor	<ul style="list-style-type: none"> <li>▪ Facilitated a workshop for management and HSE</li> </ul>
Supermarket	<ul style="list-style-type: none"> <li>▪ Facilitated a comms planning workshop</li> </ul>
Technology company	<ul style="list-style-type: none"> <li>▪ Designed and delivered a Top Team Dynamics programme for executive team, using psychometrics, 360° review, coaching and observed board meetings</li> <li>▪ Designed and implemented a 360° review programme for 40 managers</li> </ul>
Telecoms	<ul style="list-style-type: none"> <li>▪ Designed and delivered a programme on Leading High Performance Teams to 20+ senior project managers</li> <li>▪ Delivered ILM Coaching training for managers</li> <li>▪ Coaching for senior management</li> </ul>
University	<ul style="list-style-type: none"> <li>▪ Coaching support programme for a number of female academics</li> <li>▪ Designed and delivered a series of 'First 100 Days' workshops for business school</li> <li>▪ Designed and facilitated a series of workshops exploring issues raised in employee satisfaction survey</li> <li>▪ Consultancy programme on employee engagement, including facilitated workshops, training and coaching</li> <li>▪ Facilitated conference seminars on improving performance</li> <li>▪ Designed and delivered a Facilitation Masterclass for HR Ran a teambuild for 40 members of a directorate, including MBTI assessment, strengths-based working and improving communication</li> <li>▪ Designed and delivered a series of workshops on Crucial Conversations, aimed at improving performance management</li> </ul>

University Consultancy	<ul style="list-style-type: none"> <li>▪ Working with the consultancy arm of a leading British business school to design and deliver leadership programmes as part of full time and part time MSc.</li> </ul>
Utilities	<ul style="list-style-type: none"> <li>▪ Developed workshop on 'Influencing with Integrity' for 25 managers</li> <li>▪ Developed and delivered a communication and change programme for managers across UK, Paris (in French), China, Singapore and Brazil.</li> </ul>
Window company	<ul style="list-style-type: none"> <li>▪ Coaching training for ILM assessment</li> </ul>