

**Duxinaroe**

Behind every number, there are people

# Leadership & Management



# Do your future leaders know where they are heading?

- Does your organisation have an employee development strategy?
- Do *you* have a defined strategic career path?
- Do those with future potential understand and accept your organisational aims, objectives and actions?
- Do you enjoy ownership and engagement throughout the workforce?
- How do you differentiate between supervisory, managerial and leadership roles?
- Do those roles require different knowledge and skills?
- Are there common skills and themes required by them all?

**Consider this...**



# Management is...

*“The process of achieving organisational objectives within a changing environment by balancing efficiency, effectiveness and equity, obtaining the most from limited resources, working with and through people”.*

*John Naylor*

## Requiring

- Clear organisational aims and objectives
- Strategies and plans to meet the aims and objectives
- The appropriate organisational structure
- A balanced understanding of people and processes
- Personal effectiveness and technical competence
- The knowledge and skills to deal with change

## The bottom line

Significant strategic results are achieved when the beliefs, thoughts and actions of people are aligned to a common purpose



# Developing alignment...

Helping your employees to understand how all activity in the business connects and aligns to a desired goal is vital if they are to appreciate their own role and the opportunities they have to contribute.

However, the job of translating strategic aims so that they are contextually understood and accepted across all levels of the business is a difficult one.

There are a range of differences between the 'top floor' and 'shop floor' to be considered including:

- Personal needs and expectations
- The everyday business language used
- Behavioural norms
- The perception of risk and reward

The everyday behaviours of your supervisors, managers and business leaders directly influence the expectations, conditions and capability of employees to transfer their understanding and apply it in practice.

Having a clearly thought out and executed approach to the development of those who hold responsibilities for the engagement, motivation and direction of others is a major step in achieving organisational alignment, profitable performance and sustainability.



# One goal, one mission...

Here at Duxinaroe we believe that anyone in a business whose responsibilities meet Naylor's definition of management are, by that definition, part of the management team.

Whether they lead a small team of operatives, a department or a major business division; all are united by their responsibilities to deliver the organisational aims and objectives... working with and through others!

Many development programmes fail to properly take account of this view.

Their subsequent purpose, content and delivery methodologies fail to support the strategic alignment of the management team.

This lack of alignment often results in disconnected, siloed management activity, slowing progress and increasing cost.

Duxinaroe development programmes and services are different.

We clarify and confirm the organisational aims and objectives so that our interventions develop new knowledge and skills in a way that enhances the capability to communicate across the business and align efforts.



# Ready to sharpen your pencil?

Duxinaroe offer a range of innovative interventions that take classical management development to the next level of effectiveness.

Our products and services incorporate the latest research and insights on individual and group behaviour taken from the combined fields of neuroscience and psychology.

## **We Deliver!**

- Training and Workshops
- Coaching and Application support
- Consulting services

Focused on understanding, reflecting and applying theory to practice. Our interventions deliver pragmatic outcomes for our client's businesses.



# Why not drop us a note?

We'd love to discuss how we might help you boost your management development and business performance.



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