

Evolve for Change

Our volatile, uncertain, complex and ambiguous (VUCA) world demands organisational, team and individual change.

Neuroscience is shining a light on the importance of mindset and revealing the pathways for transforming behaviour

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Improving Business Performance from the Inside Out

Change is tricky and despite continual improvement, research tells us that two thirds of transformation initiatives still fail.

Whilst there are many factors that contribute to a successful outcome, the human aspect of any change endeavour is a particular challenge. The soft stuff is definitely hard.

Thanks to insights from colleagues in the science community we do now understand much more about mindset and human behaviour. Importantly we can bring a shape and language to it that drives not only great knowledge but also the models, frameworks and practices for successful implementation. We are really beginning to understand how to improve performance from the inside out.

We live in a VUCA world. Fortunately, research in human potential and neuroscience is revealing practical ways for leaders to develop the mindset and capabilities to lead in it

Our Evolve for Change Programme

Business today involves much more than solving problems and creating new services and products. Relationship, dynamism and innovation now characterise our vibrant consumer-orientated market economy rather than the industrial-age structures and practices we have relied on for so long.

Our Evolve for Change programme combines insights from neuroscience with existing learnings from psychology and the behavioral sciences. We learn how the brain works, the relationship between thought, feelings, habits and behaviours and, importantly, how to apply this knowledge for optimum performance and wellbeing within our organisations, within our teams and for ourselves.

The business impact

An investment in your leaders and managers to equip them with the skills required to adapt and thrive in a changing environment is an investment in the long-term sustainable future of your organisation. The benefits:

- Improved engagement, enabling effective change and improved business performance
- Trusting environments enabling an open, innovative and collaborative culture
- Effective stress management with enhanced wellbeing and reduced stress related absence
- Faster and more successful implementation of change and transformation activity

The individual impact

- Greater awareness of self and others in rational and emotional domains
- Increased engagement by understanding the neural drivers of human behaviour
- Strengthening emotional intelligence to build strong, dynamic working relationships
- Clarity to create inspiring communication, encourage teamwork and enhance collaboration
- Insight on managing stress, supporting a growth mindset and improving performance

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📍 Defining Culture 📍 Embedding Change 📍 Engaging Leadership 📍 Inspiring Teams

Programme overview

Our Evolve for Change programme can be run as a stand-alone programme or as individual components to complement existing in-house activity.

The programme comprises five modules typically run over a 2-3 month period and programme costs are based on £2,300 per person (for groups of 8-15 people). Individual modules or specifically tailored programmes can be quoted separately.

Programme modules

- Module 1 Mastering Mindset [relationship between thinking & performance]
- Module 2 Behaviour Matters [habits, principles of threat and reward, modelling the way]
- Module 3 Engage and Inspire [the science of engagement and compelling communication]
- Module 4 Perform Well [understanding stress, emotional regulation/resilience]
- Module 5 Engage Change [creating positive reactions and an environment responsive to change]

Each programme includes:

- Pre-work and positioning for all modules
- All programme materials, practical exercises, supporting theory and reading lists
- 3 x group conference calls between modules to address questions and clarify issues
- On-going progress review and assessment and email support as required
- Post programme review

Note: Executive coaching is available to provide additional enhanced learning/mentoring support on a one to one basis. Fees are costed separately.

Minerva Engagement Clients and feedback on the Evolve for Change modules

Ageas
Barclaycard
BBC
British Gas
Drax Power
HS2
The Murphy Group
National Grid
Provident Financial Group
Santander
Siemens

“Minerva’s sessions were great! Neuroscience as a subject in general interests me greatly and the guidance on rational and emotional systems provided tangible information that supports modern day management.”

The Murphy Group

“The best part for me was learning about the VUCA world and how stress impacts our workforce. So many tips and explanations surrounding why people behave the way they do and how to motivate for change - extremely useful for all managers.”

Leading Global Cosmetics Organisation

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