



{ light years ahead }








Our commitment:

to deliver highly effective  
business training

based on sound research  
and evidence

proven to get results

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# what we do

## Highly effective business training

edoMidas deliver a range of research-based training and coaching to help your company achieve maximum results.

We offer executive and management development, presentation skills and communication training, tools and surveys for measuring leadership performance, and in-depth profiling for the development, promotion and recruitment of leaders.

This brochure provides an overview of each training solution and what you can expect from it.

## Based on sound research

edoMidas stick to the facts. Our work is based on careful analysis of high-performing businesses all over the world. This allows us to deliver knowledge, tools and skills based firmly on research, not supposition.

Furthermore, we test our products extensively to assure their quality. So you can be sure that each programme is an up-to-date, high impact solution.

## Proven to get results

We understand the human behavioural elements that result in high performance. Addressing these behaviours with the strategies and tools we offer will result directly in measurable improvements within your organisation.

# how we do it

## Getting to know you

Our training offers tailor-made solutions, not off-the-peg products. We guarantee that our work will be designed to fit your company's specific requirements.

By getting to know your company's culture, values and needs in detail we create unique solutions that produce results.

# the results

## Increased performance, happy clients

Our clients come back to us year after year because our approach delivers results. You don't need to take our word for it, either – read our testimonials or speak to our clients. If you'd like to try us out for yourself, why not put us to the test by allowing us to write a pilot programme for your company. That way you can be the judge.

# the 5 A's of great management



{ stand out and deliver }

## Expert management leads to high performance

Managers face the challenge of navigating many different demands on their attention and time. This programme provides a practical management framework that is proven to get results. It is based on extensive research into high performance in business and clearly sets out the five most important knowledge and skill areas for all levels of management.

Our 5 A's are: Aim, Ability, Attitude, Approach and Adaptability.

The programme offers feedback from direct reports in each of the key five areas. This leads to an increase in self awareness and enables you to pinpoint specific development areas and focus your learning.

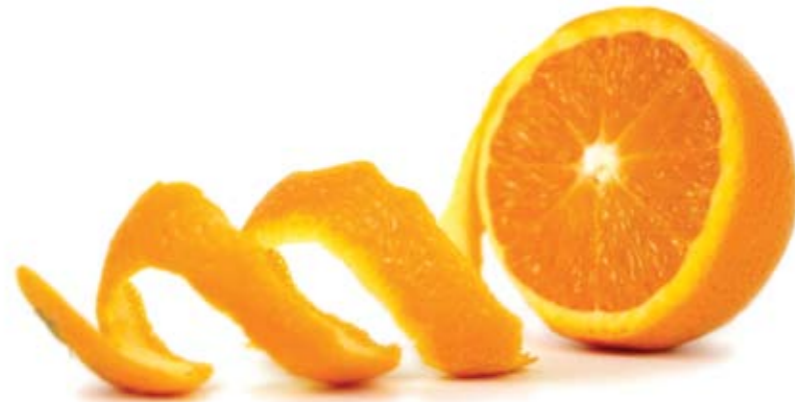
The *edoMidas* 5 A's of Great Management programme will help you:

- Set a clear direction and link goals to business strategy
- Develop talent and capability in your team
- Achieve consistency in performance and address performance issues
- Build resilience and motivation in your team
- Challenge the status quo and manage change effectively

*'edoMidas' professionalism and enthusiasm in immersing themselves in our culture and procedures was second to none and added significant value. Feedback from participants has been of a continuously high level, with endorsements such as, "The quality of this programme is on a par with a business school." I look forward to our relationship growing.'*

KAREN MCGINLAY  
Learning & Performance Manager  
National Australia Group

# the edoHPM survey



{ uncover the juicy bits }

## Take a closer look

The *edoHPM* is our unique in-house survey tool based on our research into the key behaviours that drive results in organisations. It provides an instant overview of engagement levels and management performance throughout your organisation.

The survey is administered online and only takes a few minutes to complete. It is a quick and effective way of gathering crucial feedback from people throughout your organisation.

You can use the *edoHPM* as a company-wide or department-wide survey. We analyse the results and deliver a summary report. This establishes a benchmark against which you can measure improvement, year on year.

You can also use the *edoHPM* to measure progress throughout management training and coaching. The survey allows each manager to benchmark and track their own performance, focus on developing key areas, and receive ongoing feedback.

The *edoHPM* Benchmarking Survey is a fact-finder that gives you:

- Insight into employee engagement
- A benchmark to track improvements over time
- A measurement of behavioural change
- Accurate analysis of performance

*'Martin Currie has worked with edoMidas on a range of assignments related to talent development within the firm. The edoHPM tool is a simple and effective way of getting to the root of key issues, and their practical, focused and direct approach was invaluable.'*

WILL BRYDON  
HR Director  
Martin Currie Investment  
Management Ltd

# critical conversations



{ when things get hairy }

## Talk through difficult issues with confidence

There are countless 'critical conversations' waiting to happen in organisations. These are the kind of conversations that address a performance issue, give honest feedback, resolve disagreements or deal with people who are unhappy with some aspect of their working life.

For the majority of us, these conversations are challenging. Often they lead to emotionally charged debates that exacerbate rather than resolve a concern. As a result, we avoid these critical conversations. We hope the issues will resolve themselves. More often, however, they worsen while we delay. This results in tension and the breakdown of relationships.

Learning critical conversation skills is essential for good business management. Mastering the structure and techniques that help you address concerns with skill and confidence will ensure you keep relationships and performance on track.

The edoMidas Critical Conversations programme will help you:

- Address issues in a timely and constructive manner
- Resolve disagreements calmly and respectfully
- Give sensitive feedback without damaging relationships
- Improve performance and move things forward
- Build trust and understanding in key relationships

*'A true partnership has been developed with edoMidas over a number of years. As a result, we have benefited from tailored development solutions well aligned to our business needs, culture and values. The edoMidas team create a supportive learning environment where delegates don't just learn the theory but are actively encouraged to put their learning into practice. Delegate feedback is strong and our people are eager to attend the workshops.'*

AILEEN MCLAREN  
HR Consultant  
Standard Life Investments

# advanced influencing skills



{ more than sweet talking }

## The power of persuasion

Every organisation depends on great ideas: the next big project, a new direction, a fresh goal to be achieved. For the most part these ideas require some kind of collaboration to become reality. They rely on support to reach fruition.

No matter how great your idea is, no matter how robust your proposal or opinion, you cannot be certain that others will share your vision. Indeed, getting things done with the help of others almost always involves a degree of debate. Points of view may differ. Competing agendas may clash.

Developing strong influencing skills is vital if you want to get results in business. Influencing skills allow you to build good relationships, respond to a variety of communication styles, and handle objections.

The *edoMidas* Advanced Influencing Skills programme will help you:

- Secure support and collaboration from key stakeholders
- Communicate persuasively and influence upwardly
- Manage objections and overcome resistance
- Read situations and respond appropriately
- Influence a change in perspective and opinion

*'edoMidas rapidly grasped the key aspects of our culture and designed their interventions accordingly. They created a strong impression and provided engaging and thought-provoking training.'*

STEPHEN LEACH  
Head of Human Resources  
Baillie Gifford & Co

# executive coaching for leaders



{ take your pick }

## It's all about you

The role of leadership can be isolating. Often there is no one to turn to for unbiased advice, and gaining perspective on your own performance can be a challenge.

Our Executive Coaching draws on years of research into high-performance leadership, and extensive experience in supporting and developing great leaders. It is a focused, confidential, one-to-one programme. Sessions are designed to have positive impact from day one, providing you with the feedback you need to excel and advance.

The *edoMidas* Leadership Coaching programme will give you:

- A thorough understanding of your strengths, talents and motivations
- In-depth feedback on your leadership style and effectiveness
- An opportunity to challenge your own assumptions and develop your personal 'leadership brand'
- Strategic action to excel in your career

'*edoMidas* did a fantastic job in coaching our Partners to understand what makes a high performing organisation and provide them with the tools and the approaches necessary to successfully address difficult conversations. I was delighted with the success of the programme and feel that we will continue to reap the benefits throughout the firm for many years to come.'

DEREK CUMMINGS  
HR and Development Director  
Burness LLP

# profiling and assessment



{ more than meets the eye }

## Up close and personal

Recruiting or promoting the right person for an important role can be tricky. Profiling gives you insight into a person's core personality and characteristics, and how these are likely to affect their performance in different areas.

Through a series of assessments and specialised interviews, we produce an in-depth candidate profile for you. Depending on your specific needs, the profile can be used for recruitment, coaching or internal promotions. It examines the person's strengths and weaknesses in relationship to the key competencies most important to the job.

The cost of hiring the wrong person for the role is substantial. It is true that even with the best will in the world, we cannot know everything about a person. However, profiling gives real insight into a person's behaviours, enabling you to take a much deeper look at their character and make as informed a decision as possible.

The *edoMidas* Profiling and Assessment programme will help you:

- Identify internal and external candidates best suited for certain roles
- Gain insight into talent and potential that can be developed further
- Highlight potential problem areas and generate awareness from the outset of a new role
- Explore strengths and weaknesses through feedback and follow-up coaching

*'The partnership with edoMidas was a perfect fit. They really listened to our needs, kept the solution clear and straightforward and invested time in getting to know our business and sector.'*

MARGARET JAMIESON  
Group HR Director  
RMJM Architects (Europe)

# presenting to win



{ crunch time }

## No second chances

Audiences often judge the capability of an organisation or an individual based on a single presentation. As a presenter, you only get one opportunity to make a great first impression. It's important to get it right.

In business, there are many occasions when you need to present your message with clarity and confidence. There are business pitches, AGMs and client reporting. There are internal presentations when you are seeking commitment to a course of action, and others when you are required to communicate complex issues to colleagues.

Regardless of the situation, effective presenting relies upon a unique combination of skills and strategies.

The *edoMidas* Presenting to Win programme will help you:

- Increase your success rate when pitching to win business
- Present your message with confidence
- Engage your audience with credible, relevant and memorable content
- Communicate complex issues with ease
- Answer your audience's questions effectively
- Deal with hostile questions and difficult situations

*'First impressions are everything and you need to get any presentation just right to capture your audience. edoMidas give us that edge. If I'm looking to develop the skills of a new presenter or refresh the skills of our professionals for an important presentation, there is only one company I contact. edoMidas are just excellent!'*

COLIN ANDERSON  
Training and Development Manager  
Ignis Asset Management

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