Some of the things that we help our clients with…

Better at leading change
Better people leadership
Building Psychological Safety
Taking a team from good to great
Building innovation capability

Being a purposeful leader
Developing coaching skills
Being a better HR business partner
1:1 practice of challenging conversations

NEW- Effective and ethical AI use

Useful to know:
Research-based and used by real leaders.
Deliberate design for practice, challenge, support, and social learning.
Context based to drive application in daily work.
Anytime, anywhere, anyone. Individuals, groups, teams.
F2F & virtual.

Vital Skills:
We offer a full curriculum of key skill building offerings, from 75 mins upwards, e.g problem solving, intelligent risk taking, giving feedback, developing others.

Executive & Senior Management Coaching
1-to-1 coaching is available for senior and executive level employees.

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In a recent workshop, I was involved in a conversation about AI….

Client 1: So, we are launching a pilot of ChatGPT now.

Client 2: Are we? that’s great. Who is going to be invited to participate?

Client 1: All of those people that got *told off* last month for using ChatGPT.

R3 Leaders focuses on really useful and engaging solutions

Better at leading change

World class change simulation - fun and realistic. Big learnings, unique experience.

The challenge…
Constant change. Unrealised benefits? Change Fatigue No buy-in?
Then, you are doing it wrong.
Change leadership is emotional and has to be approached as such.

The solution…
We build change leadership through a brilliant, fun and challenging simulation.
Immediate application: leaders can then use what they have learned in their real work initiatives.

Considerations: from 4hrs to 1-day, great session. Awesome for those leading change and the people in HR that are trying to help them.



Better People Leadership

Practical tools brought to life to create an inclusive culture.

The challenge…
People leadership is tough.
Difficult conversations, engaging a diverse group, creating an inclusive environment, delivering high performance and continuous improvement… that can all be *very* tough.



The solution…
A structured 3-part programme: a kick-off, workshop, actions & learning application sessions.
Very useful tools practised and then used. High levels of social learning, creating new people leader skills immediately.

Considerations: up to 3 days, very practical, active and useful. Groups of up to 20.

Build Psychological Safety in real teams

Building the essential foundation of high performing teams & organisations.

The challenge…
Google's 5-year 'Project Aristotle' discovered Psychological Safety is the essential ingredient in high performing teams.
Most people hold back at work.
Who will speak up to improve things, stop things, change things?

the fearless organization scan



The solution…
We can measure it in 5 mins, using the research backed Fearless Organization Scan.
Then, we help a team to understand and improve it.

Certified the fearless organization Practitioner

Considerations: 3-4 hrs, intact teams.

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Taking a team from good to great

Working with teams at all levels. Helping those real teams to improve.

The challenge…
A team can get stuck. Good people can get frustrated and demotivated over time.
There may be lack of goal clarity, processes that don't create waste or relationship challenges.

The solution…
Teams can always improve. That is how they succeed over a prolonged period of time. It is how they move from OK, to good, to great.
We work with the leader and the team to understand what it will take and make it happen.



Considerations: normally a programme of multiple touchpoints focused on analysis, re-setting, skill and team building.3-12 months.

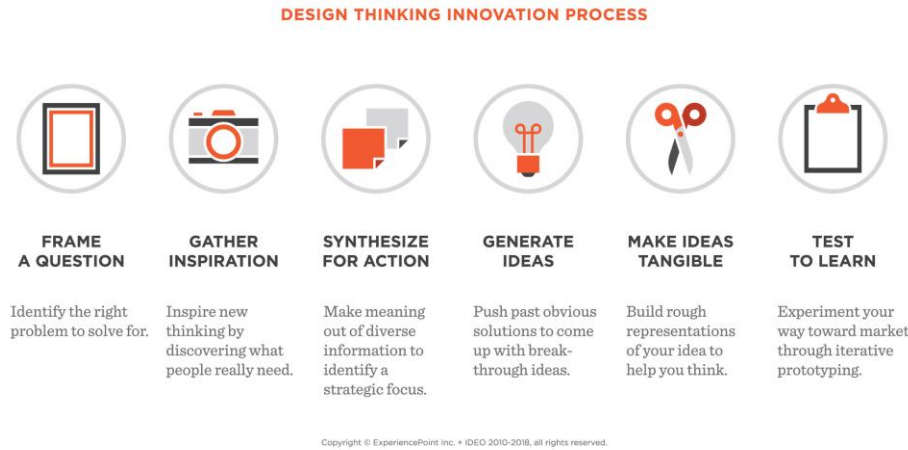
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Complex problems, creative solutions

Building design thinking/UX capability and targeting your real-life challenges.

The challenge…
Simply, the world and those at work face a range of complex problems.
Traditional methods of solving them are not working.

The solution…
Design thinking is a way to look at the problem differently. It is focused on the user. It is a mindset change and a useful toolkit.
We use a simulation to bring this to life. Then, the approach can be directly applied to current real challenges at work.



Considerations: We have a range of solutions around this varying from 90 mins, to 4 hrs, 1 day and several weeks!

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Being a better HR business partner

Creating value and performance through coaching, influence, systems thinking, innovation and change leadership.

The challenge…
HR teams, People teams, tend to neglect themselves. However, they are expected by their clients to be at the apex of knowledge and useful advice.

The solution…
We will work with you to create a solution, typically based on our leadership offerings, but with added ‘HR’ or ‘People’ context.
Past offerings have included: building coaching skills, facilitation skills, change skills and Psychological Safety.



Considerations: we love working with those that support the people in organisations. That is where we all started, too.

Being a purposeful leader

Play to your strengths, honour your values and deliver for your business.

The challenge…
Leaders can get stuck. They might try to be all things to all people, stretching themselves too thin to actually make a positive impact. As a result, they don't delivery for themselves, their teams or the organisation.

The solution…
A leader that is clear on what they value, what they are good at, and their intended impact is more focused, empowered and motivated.
They are the leaders that people want to work for. This is true leadership development.



Considerations: 2 days, very reflective and then actionable, small groups working, max. 6 per facilitator.

Coaching Skills

An essential skill for leaders, managers and business partners.

The challenge…
Telling people what to do can be very effective as a tool. But, if is your only tool… well, if you only have a hammer, everything is a nail.
Employees want to be taken an interest in, empowered and developed.

The solution…
Quickly, collaboratively, we define coaching. Then, we get everyone to coach. Then reflect. Then coach again. We augment the basics with psychological safety and use of challenge in coaching. Augmented with a simple coaching model and tools.



Considerations: we run this face to face over 2 days. We have also run several cohorts virtually, spaced over 2 months.

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Vital Skills

Daily skills for early, mid-career individuals, and leaders.

The challenge…
Being fully ready to contribute, to make good decisions, solve key problems and communicate clearly and effectively communicate takes skills and resilience.

The solution…
We offer a range of modular skill building sessions, that help your people, at all levels to:
- manage personal resilience, respond to change, communicate with impact, manage priorities, finding great solutions



Considerations: these sessions vary from 120 mins to 2 days. They are focussed on interactive learning and deliberate practice.

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Generative AI: Get the benefits, reduce the risks.

Help your business and team make the most of this enormous opportunity

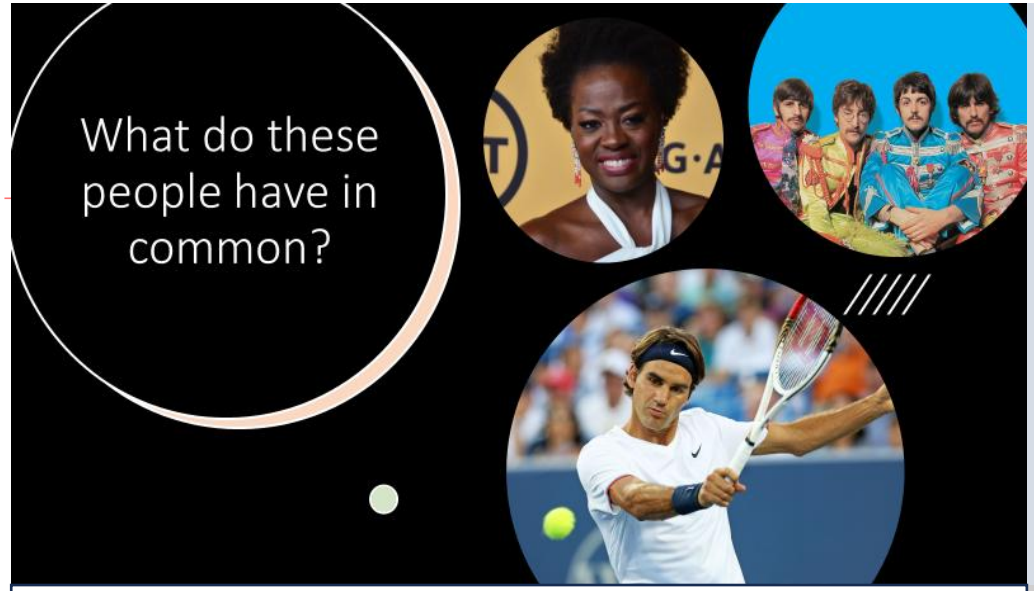
The challenge:
Exciting, worrying, secret users, refusers, hidden risks, potentially huge benefits.
Your employees are navigating all of this and how much help have you given them?

The solution:
We can help you to build capability and confidence and create an ethical framework for AI usage.
Your people will feel equipped and confident in using AI.
Your legal and operational risks can be reduced. We will ensure that the team are more capable, clearer on what to do and what not to do.



Considerations: great for intact teams, 4 to 7 hour workshop.

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Practice made them great.

How can you help your people perform?

- Offer short, focused, structured practice sessions for crucial conversations
- 60-minute session to dramatically increase confidence and skills
- Standalone offer or part of a learning journey
- Close the gap between knowing and doing

We offer:

- 100% learner bespoke or a pre-defined focus in sessions
- Pre-practice preparation tool to maximise benefits
- All sessions feature:
  - a research-based approach
  - a clear conversation structure and useful tools
  - high-quality feedback, and defined actions

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R3 Leaders is a network of very experienced people. We focus on helping to solve business challenges. We provide a great experience, that helps people to perform more confidently from today.

Find out more at www.r3leaders.com or better still contact Rupert@r3leaders.com.