

# The future of work

Investor Presentation  
June 2019



# Presentation team



**Octavius Black**  
Chief Executive Officer

- Co-founded Mind Gym at his kitchen table in 2000
- Co-authored Mind Gym's four books
- Prior to Mind Gym: Director for organisational communication consultancy Smythe Dorward Lambert (sold to Omnicom 1996); Analyst at Booz | Allen | Hamilton



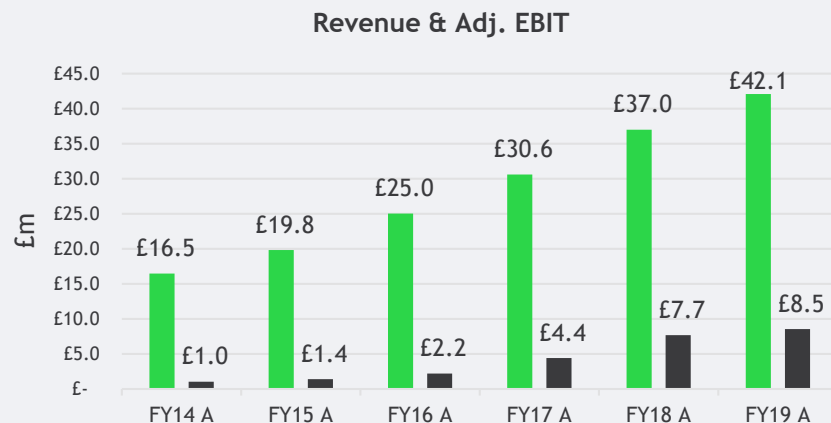
**Richard Steele**  
Chief Financial Officer

- Joined Mind Gym in March 2018
- 30+ years industry finance experience; started career at Tate & Lyle
- 11 years as FD including Cook Trading Ltd and White Stuff Ltd

# Mind Gym snapshot

Leading behavioural science company delivering business improvement solutions to companies across the world.

- Founded by Octavius Black and Dr Sebastian Bailey, in London in 2001,
- Offices in London, New York, Houston, and Singapore
- over 200 employees and a network of coaches across the world, delivering in over 60 countries.
- Provides integrated culture and behaviour change solutions to blue-chip organisations across the globe by deploying a blend of proven, bite-size live and digital experiences using a highly scalable methodology.



## Investment summary

### Vast growing market

- Global L&D market \$240bn
- Growing at 9% per annum

### Scalable business model

- Over 300 bite-size products; 18 years of IP
- Global network of accredited freelance coaches
- 79% of revenue is 'highly scalable'

### Strong growth record

- 5-year revenue CAGR +21%
- 5-year adjusted EBIT +32%
- Adjusted EBIT margin 20%+

### Operational rigour

- Experienced COO
- Infrastructure and data to underpin growth

### Top-tier client relationships

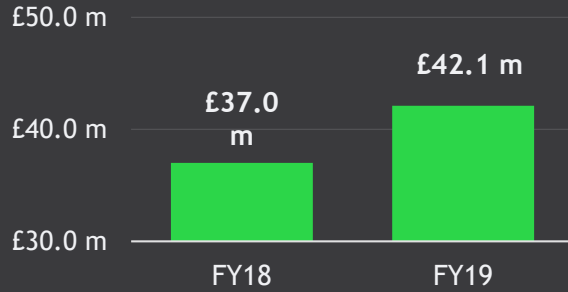
- C-suite and C-1 strong relationships
- 62% of FTSE 100 and 59% of S&P100 clients

### Distinctive digital strategy

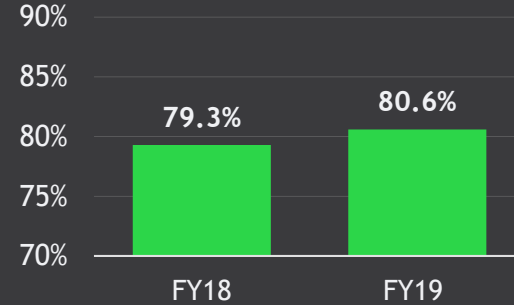
- Launched 2018
- 78 bite-size complementary e-workouts
- 137,000 sessions to March 19

# Financial highlights (1)

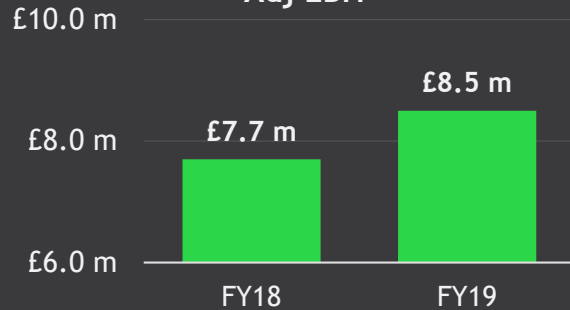
Revenue



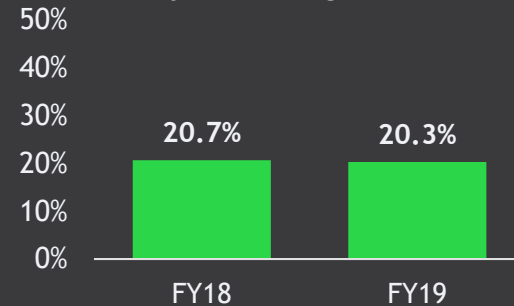
Gross Profit %



Adj EBIT

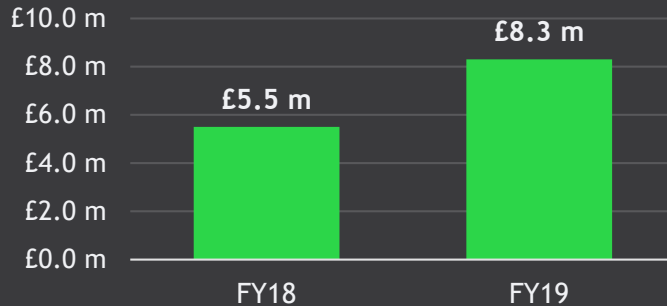


Adj EBIT Margin %

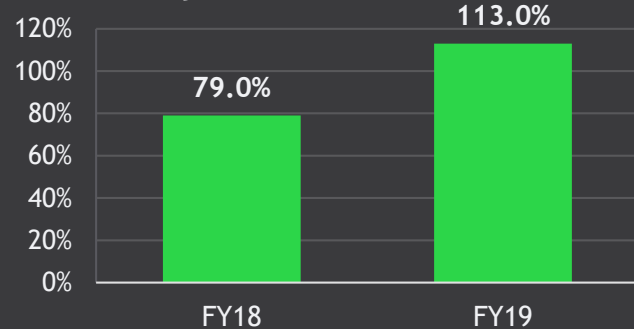


# Financial highlights (2)

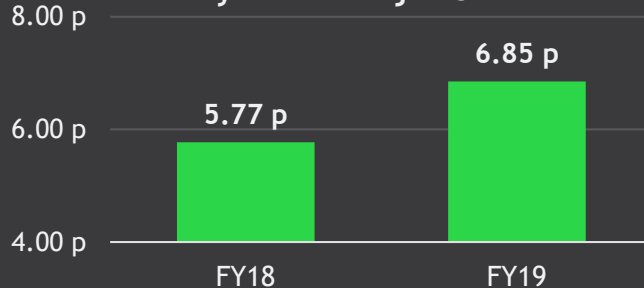
Period end cash balance



Adj cash conversion %



Fully diluted Adj EPS



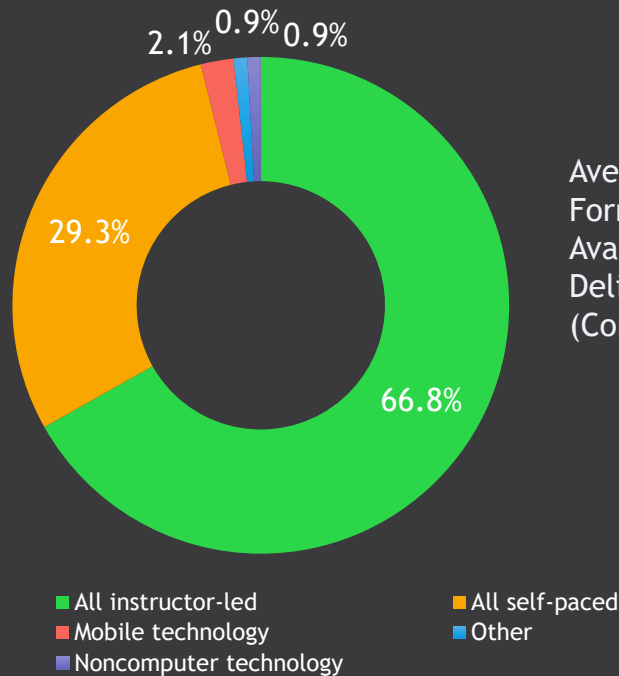
Final dividend 1.6 pence per share  
to be paid 31<sup>st</sup> August  
(Total dividend for the year 2.4 pence)



# Who's Mind Gym?

# Market overview

- \$240bn corporate L&D market growing at 6% 5-year CAGR
- 49.7% for behavioural learning, which can be addressed by Mind Gym
- Market still dominated by live delivery, despite strong digital growth
- Behavioural science comes of age
- Market made up of
  - A few, large, global consultancies
  - Tens of thousands of small training companies and niche HR consultancies
  - Very few mid-size



Average Percentage of Formal Learning hours Available via All Delivery Methods (Consolidated)

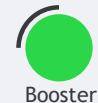
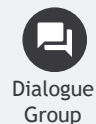
# Proposition



## Point of view on 15 universal human capital challenges

Leadership	Ways of working	Effectiveness	Transformation
Performance Management	Diversity & Inclusion	Customer Service	Reorganization
Manager Development	Ethics	Sales	Culture
Executive leaderships	Respect	Personal Effectiveness	Change
	Wellbeing	Onboarding	Employee Engagement

## Over 300 products in 12 categories



# Addressing market trends

Market trend	Mind Gym positioning
Grounded in behavioural science	All content sourced from peer-reviewed behavioural science; all courses designed by psychologists
Blended: instructor-led and digital	Integrated portfolio of 300 products that are both instructor-led and digital
Agile	Proven products ready to deploy and adapt as circumstances change. From standing start to deliver in a few days.
Bite-size	Core products are 90-minute workouts, which deliver same impact as traditional day-long, and 10 min eWorkouts
Consistent quality, globally, at scale	Track record with 2m+ professionals; local coaches in 30 countries
Fewer, key suppliers	Established relationships; relative size; credibility as public company
Proven to work	Case studies that demonstrate business impact and high levels of repeat purchase from blue chip clients

# Performance management



## Challenge

- Coca-Cola found no difference in business outcomes for divisions who followed their rigorous performance management approach and those that didn't
- Overhauling the system on its own wasn't enough - behaviour change was needed to enable honest feedback and stretching goals

## Mind Gym's Approach

We delivered over 300, 90-minute workouts that focused on feedback, courageous conversations and goal setting.

Sessions delivered virtually to achieve:

- Speed
- Geographic reach
- Cost-effectiveness
- Negligible environment impact

## Results

- 96% of managers who participated in the programme committed to use what they learned
- This was the first time the virtual format had been used in Coca-Cola and it was such a success that the client is now using Mind Gym coaches for virtual delivery on a much wider range of topics

*"We needed a strong partner to build not only a learning plan but a change plan to build belief in a new approach to enabling performance. That partner was Mind Gym. Two years later, we can look back through measurable data to determine that the journey to build belief and change our culture around enabling performance was a success".*

Mark Kaestner, Global Director, Learning, Leadership and Executive Development, The Coca-Cola Company

# Executive Leadership



## Challenge

- ING's strategy, "Thinking Forward", focuses on anticipating future trends
- This required strengthened capabilities for the top 300 leaders
- Traditional leadership development programmes would have built knowledge, not changed behaviour

## Mind Gym's Approach

- 1. Intensive**  
Two-day, face-to-face workshop on skills, barriers and practical techniques
- 2. Bite-sized**  
Distributed two hour bite-size forums on managing relationships
- 3. Nudge**  
Seven months of nudges, some digital, to reinforce lessons and habits
- 4. Social**  
Network developed to support leaders in new habits (e.g. PAs on scheduling)

## Results

- 90% of pilot participants recommended it for colleagues
- 80% said it was much better than any other leadership programme they had attended
- ING has engaged Mind Gym to refine the programme and deliver it to the next layer of 4,500 leaders across the bank

*"I am delighted with the partnership we built with Mind Gym, since they share our focus on measurable performance improvement and infuse our programme with deep thinking and great experience in bringing about behavioural change".*

Hein Knaapen, CHRO, ING

# Manager development



## Challenge

- Schneider Electric's ambition is to lead in the digital transformation of energy management and automation
- Despite investing about 5% of revenue in R&D, the business recognised that it also needed to create a culture where people's energy was freed up to sell and innovate
- To do this, the team focused on strengthening their leaders' skills in empowering and motivating their teams

## Mind Gym's Approach

- Schneider Electric selected Mind Gym to build a high performance leadership skills series. The focus was not just on training, but behavior change to create the new culture
- The scale was challenging: with 20,000 people managers in 80 countries and speaking seven languages, we needed to create a behavioural shift that was high impact but easily scalable quickly
- Mind Gym's bite-size approach and certification of Schneider Electric trainers was the perfect solution

## Results

- 96% net satisfaction for participants, with 91% stating that it was a worthwhile investment for Schneider Electric to make
- Many success stories, including one where the skills covered in the program contributed to the Schneider team winning a multi-million dollar contract for an 'industry 4.0' factory

*"Schneider Electric is leading the digital transformation of energy management, and we needed an innovative partner to help us embed a culture that drives performance and transformation. Mind Gym's grounding in behavioural science and their ability to deliver quickly at scale proved the perfect combination. We're delighted with the results."* Global VP Leadership Academy

# FY 19 performance review



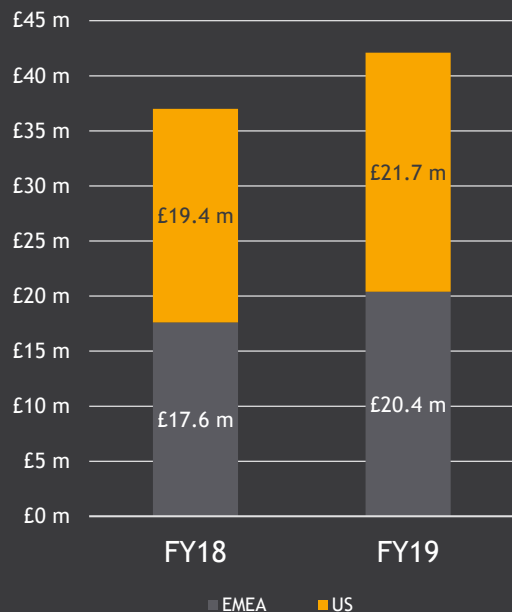
# FY19 Operating highlights

- Revenue growth fuelled by existing clients (84% repeat revenues<sup>1</sup>) and new client acquisition
- Digital revenues grew by 72% to 9% of total revenues
- Average number of staff grew by 13% to 208
- Product innovation included: “JQ” diagnostics tool, 13 more e-workouts, successful launch of “Respect”, customer service development
- Senior team investment with COO appointment
- Participant feedback (quality) improved

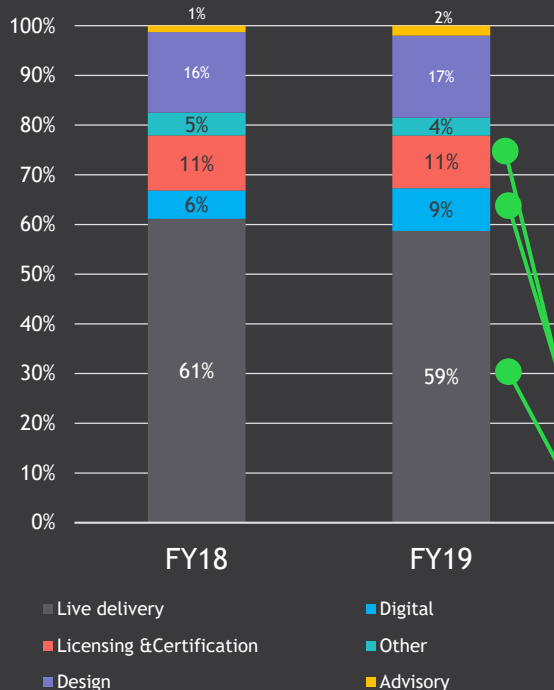


# FY19 revenue well balanced across regions

Revenue by region



Revenue category mix



## Group

14% YOY increase (13% constant currency)  
84% “repeat revenue” (2018:88%)  
c 600 clients served  
in over 60 countries

## Regions

12% US growth  
16% EMEA growth  
EMEA 48% of Group

## Mix

Digital up 72% to £3.6m  
13 new e-workouts  
137,000 e-sessions

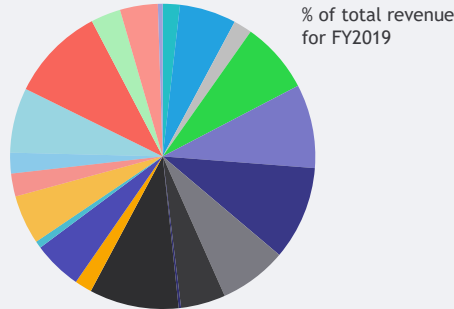
Coach-led delivery 59% (2018: 61%)

**79% of revenues highly scalable**

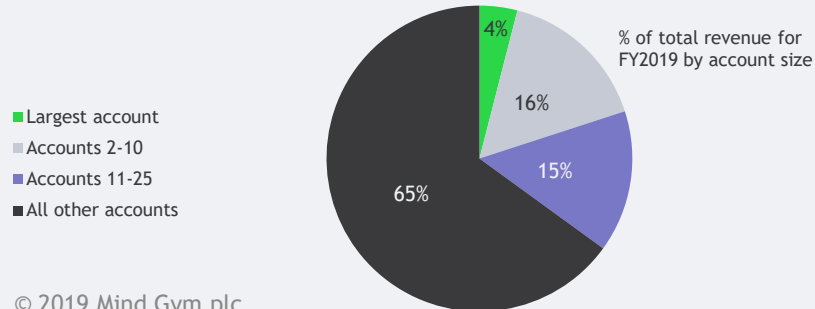
# Revenue continues to be well diversified and with high repeat spend



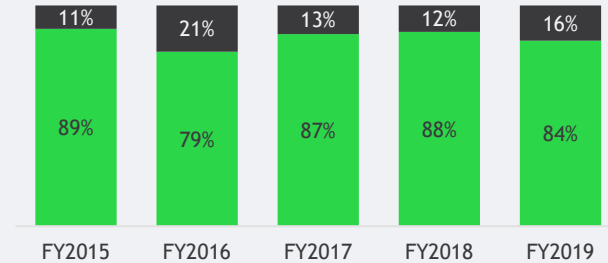
Significant end-market diversification



Low dependency on key accounts

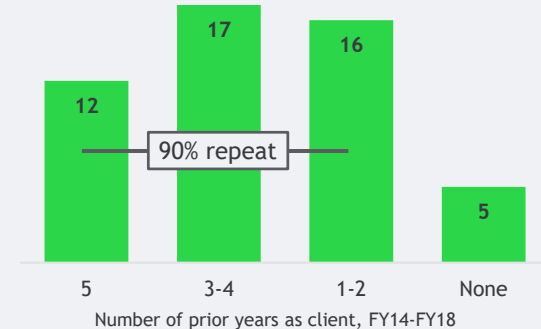


Total revenue mix: repeat vs. new clients



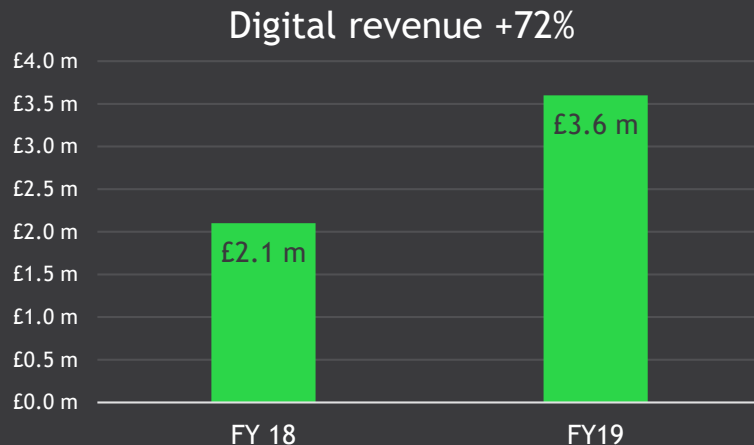
■ Repeat defined as brought in one or more of prior 3 years ■ New Client Revenue

Buying history top 50 clients (FY19)



# Digital

- New product range of e-workouts introduced at the start of FY18. 45 topics increased to 78 by the start of this financial year (FY19)
- Well received by existing clients as well as providing a means to attract new clients
- 137,000 e-sessions to date, 50% in Diversity & Inclusion
- Translated into 10 languages



## Case study

US airline introduced a package of 4 e-workouts to support their Diversity & Inclusion programme.

It was made available to 5,000 managers on an entirely optional basis.

70% chose to complete them all and everyone who did rated them 4 or 5 stars.

This compares with a typical take-up rate of single figure percentages.



# 13% increase in average headcount to support growth

## Client team (Sales)

- Client team accreditation on point of view (PoV) and products
- Sales enablement for rapid proposal development
- Solutions strategy expertise

## Infrastructure

- Management
- Finance
- HR
- IT
- Marketing
- Operations
- Talent Network

53

54



50

66

## Creative

- 300+ proven products
- Unique design methodology
- Codified versioning
- Robust innovation process

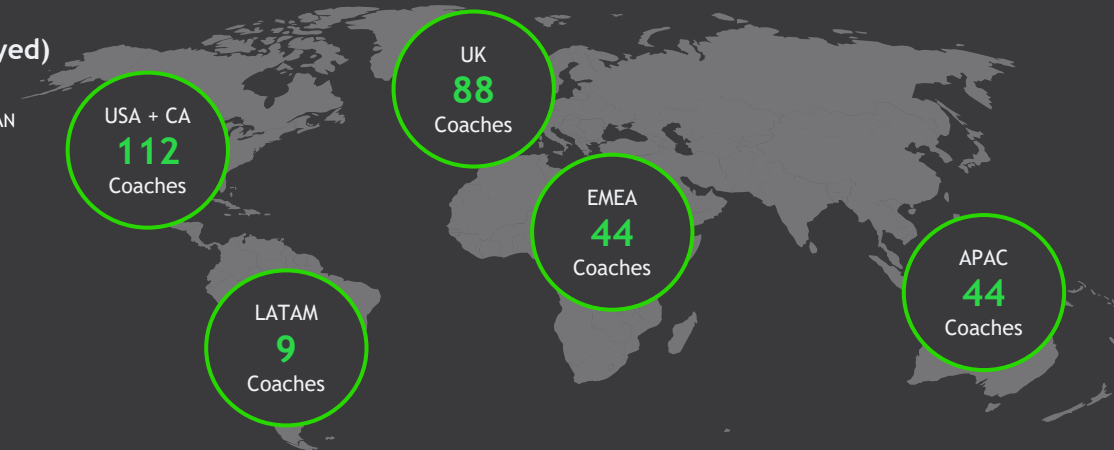
## Client Service

- Portal delivers automation
- Streamline fulfilment process
- Significant outsource operations

\*Headcount as at March 2019

## Coaches (Self-employed)

- Deliver all live events
- Certified by Mind Gym's ISCAN
- Continuous evaluation
- Same quality for in-house



# Business Review: Quality & Talent

## Quality

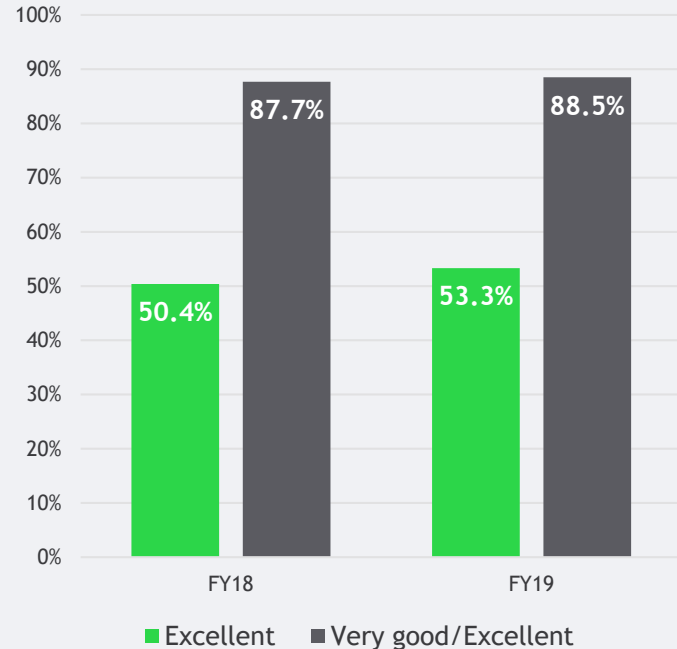
Maintained excellent quality, as measured by both participants and industry recognition.

- New internal data analysis is driving improved matching of coaches to deliveries
- Coca-Cola Brendon Hall award in the US for best advance in performance management through their partnership with Mind Gym
- Shortlisted for the UK 2019 Learning Company of the Year

## Talent

- Average headcount across the business increased by 13%
- Investment in manager development programme and coaching
- Launched employees' share scheme called the Mind Gym plc Share Incentive Plan (SIP)

## Participant feedback



# FY19 Financial breakdown





# FY 19 Financials - P&L

	FY19 £m	FY18 £m	Change	
Revenue	42.1	37.0	14%	13% in constant currency
Gross profit margin	80.6%	79.3%		More digital in sales mix (9% v 6%)
Gross profit	33.9	29.3	16%	
Staff costs (excl Share based pay)	(18.9)	(16.2)	17%	
Other admin costs	(6.5)	(5.4)	20%	
Adjusted administration costs	(25.4)	(21.6)	18%	Investment for growth in client and operational roles
Adjusted EBIT margin	20.3%	20.7%		
Adjusted EBIT	8.5	7.7	12%	
Adjustments	(3.4)	(1.5)		
Operating profit	5.1	6.2	-17%	See next slide
Tax	(1.2)	(1.8)		
Profit after tax	3.9	4.4	-10%	See separate slide
eps-Adjusted diluted (pence)	6.85	5.77	19%	
eps-basic (pence)	4.08	4.94	-17%	
Post IPO div per share (pence)	2.40	n/a		

# FY 19 Financials - Adjustments

	FY19 £m	FY18 £m	
Transaction related costs	(1.5)	(0.8)	IPO in FY19, aborted sale in FY18
Employee option surrender costs	(1.6)	-	£0.8m paid + £0.8m provided
Share based payments	(0.3)	(0.2)	
Exchange losses (for 2018 only)	-	(0.5)	In FY19 considered in normal course of business
<b>Total Adjustments</b>	<b>(3.4)</b>	<b>(1.5)</b>	

# FY 19 Financials - Tax

	Adjusted £m	Adjustments £m	FY19 Reported £m		Adjusted £m	Adjustments £m	FY18 Reported £m
Profit before tax	8.5	(3.4)	5.1		7.7	(1.5)	6.2
Tax	(1.7)	0.5	(1.2)		(1.8)	-	(1.8)
<b>Profit after tax</b>	<b>6.8</b>	<b>(2.9)</b>	<b>3.9</b>		<b>5.9</b>	<b>(1.5)</b>	<b>4.4</b>
Effective tax rate	19.5%	14.4%	23.0%		23.3%	-	29.0%

Transaction costs not tax deductible

# FY 19 Financials - Balance Sheet

	FY19 £m	FY18 £m	
Intangible assets	0.4	0.3	Trade receivable & accrued income days down 12 days to 100 days
Property, plant and equipment	0.1	0.1	
Deferred tax assets	0.6	2.0	FY18 DT asset has now become current tax
<b>Non-current assets</b>	<b>1.1</b>	<b>2.4</b>	
Inventories	0.1	0.3	
Net trade receivables	10.3	7.7	Overdue debt down from 44% to 23% of total
Accrued income	1.3	3.7	
Other receivables and prepayments	1.1	0.4	Accrued income days improve from 37 days to 11 days
Current tax receivable	1.2	0.1	
Cash and cash equivalents	8.3	5.5	
<b>Current assets</b>	<b>22.3</b>	<b>17.7</b>	£1.2m of UK FY18 tax is now recoverable
<b>Total assets</b>	<b>23.4</b>	<b>20.1</b>	
Trade and other payables	(8.8)	(7.3)	
Provisions	(0.8)	-	£0.8m provision for option surrender cost
Current tax payable	(0.2)	(0.6)	
<b>Total liabilities</b>	<b>(9.8)</b>	<b>(7.9)</b>	
<b>Net assets</b>	<b>13.6</b>	<b>12.2</b>	

# FY 19 Financials - Cash Flow

	FY19 £m	FY18 £m	
Adjusted profit after tax	6.9	5.9	
Depreciation and amortisation	0.2	0.2	
Tax charge	1.6	1.8	
Working capital - receivables and inventory	(0.6)	(1.9)	£1.1m inflow from working capital improvement
Working capital - payables and other	1.7	0.2	
<b>Adjusted cash generated from operations</b>	<b>9.8</b>	<b>6.2</b>	
Adjusted cash conversion	113%	79%	Adjusted cash generated from operations Adjusted EBITDA
Adjustments after tax	(2.9)	(1.5)	
Tax credit on adjustments	(0.5)	-	
Adjustments not paid	0.8	-	Provision for option surrender cost
Share based pay charge	0.3	0.2	
<b>Cash generated from operations due to Adjustments</b>	<b>(2.3)</b>	<b>(1.3)</b>	
<b>Cash generated from operations</b>	<b>7.5</b>	<b>4.9</b>	
Tax paid	(0.6)	(2.4)	
Capex	(0.3)	(0.3)	
Shares issued	0.2	-	
Dividends paid	(4.0)	(0.3)	£3.2m pre-IPO and £0.8m interim dividend
<b>Reported cash generated</b>	<b>2.8</b>	<b>1.9</b>	
Opening cash	5.5	3.6	
<b>Closing cash</b>	<b>8.3</b>	<b>5.5</b>	

# FY20 Drivers for growth



# New product category - Diagnostic

## JQ

- Developed by Mind Gym in response to #me too, gender pay gap, misconduct
- On-line psychometric diagnostic that benefits the individual as well as the company
- Proposition includes hosting platform
- Includes report of findings
- Further opportunities to sell customised learning journey
- Soft launch in March 2019

## Case Study

- 1600 people taken part
- Exceptionally high response rate c.80% (normally 30-40%)



## Potential

- Build new diagnostics for different topics, eg, Manager Quotient (MQ)
- Use data to drive client investment decisions
- Provide aggregated data as a standalone service

The screenshot shows a web-based diagnostic assessment interface. At the top, there is a green header with the text 'Mind Gym - The Judgement Quotient (Demo)' and the 'mindgym' logo. Below the header, there is a section titled 'Diagnostic Assessment' with a page indicator 'Page 1 of 7'. The main content area displays a question: '6. Think about how you view others at work, as you answer the following questions'. Below the question, there is a table with five columns: 'Strongly Disagree', 'Disagree', 'Neutral', 'Agree', and 'Strongly Agree'. The table contains five rows of questions, each with a radio button in the corresponding column. The questions are: 'At work, some people are more important than others.', 'To be honest, working with people who are very different to me is not worth the effort.', 'I prefer to stick with the familiar.', 'At work, my colleagues seek out my judgement for complex problems.', and 'At work I stay within my close group of friends.' The bottom of the interface has two buttons: '< Previous' and 'Next >'. The 'Agree' column for the first four questions and the 'Strongly Agree' column for the fifth question are selected.

# Digital expansion

## 10 more e-workouts in development

- Develop richer experiences for top selling products
- Incorporate more behaviour change techniques to continue differentiation

## Deepen our connection with participants through a 'Coach bot'

- Initially for feedback collection from live sessions creating better participant experience and reducing operating costs
- Prompts, tips and insights will then be delivered through the bot or an app

## New LMS/platform to be introduced H2 FY20

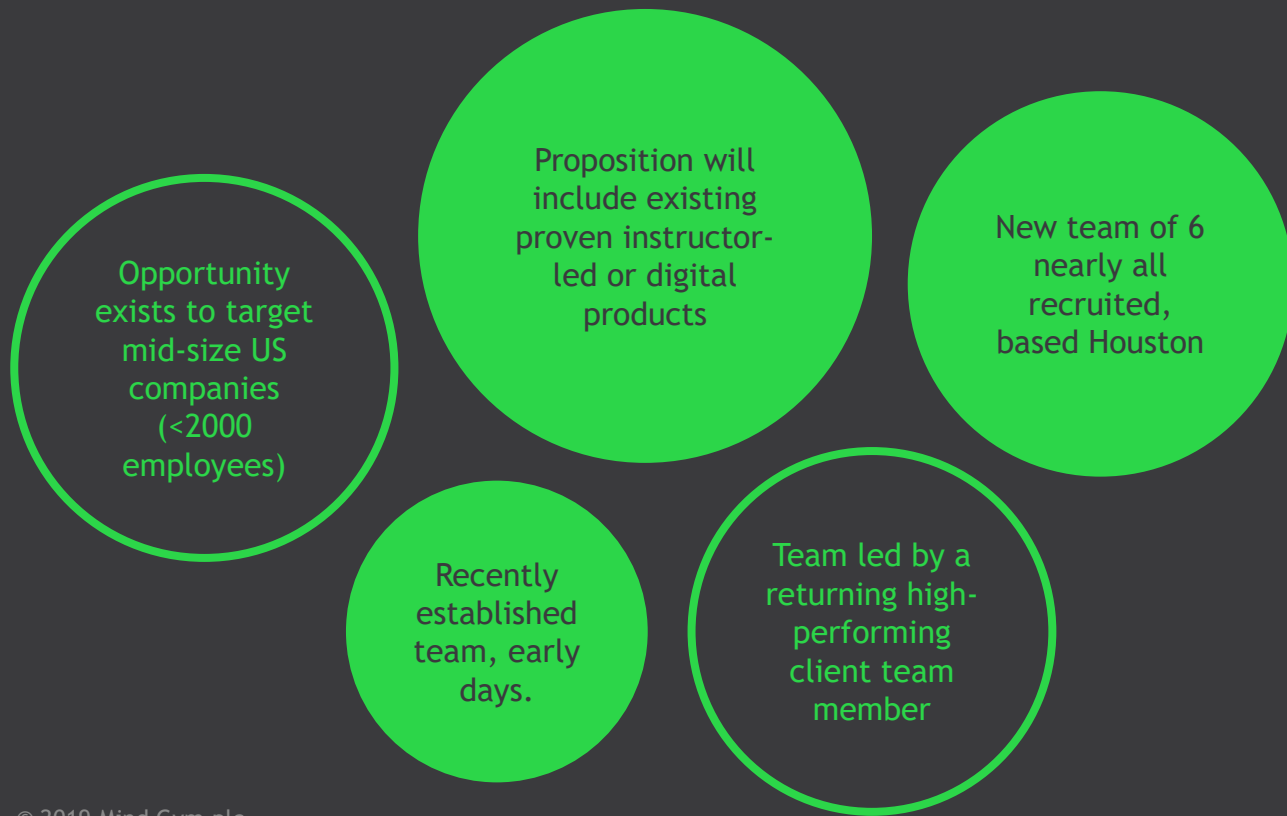
- Integrates Mind Gym's high quality content, with quality software platform
- Address need from mid-market clients with no platform or enterprise clients with poorly functioning platform

## Complementary diagnostics tool launched FY19 Q4 (see next slide)

- Based on positive early response from the market, new diagnostics can be developed for different solutions



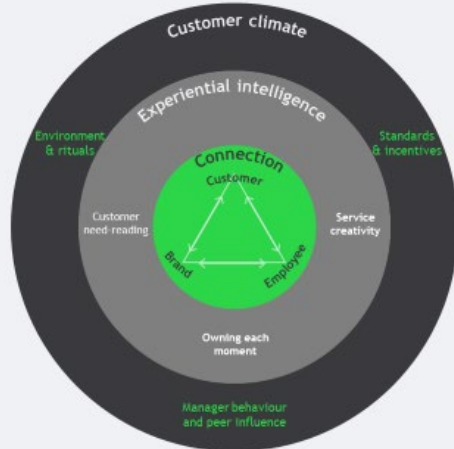
# US Mid-market trial



# New/renewed propositions

## New proposition

### Customer service



© 2019 Mind Gym plc

## Renewed proposition

### Diversity & Inclusion 3.0

#### The evolution of D&I



© 2019 Mind Gym plc

# Deepening client relationships

- 62% of FTSE 100 and 59% of S&P100 clients since inception
- Build on existing C-suite and C-1 strong relationships
- Complementary digital offer extends programme reach
- New large client wins in FY19 offer opportunity to increase in FY20
- Executive sponsor focus to support client team on converting opportunities

# Appendix



# Board structure



**Octavius Black**  
Chief Executive Officer



**Joanne Cash**  
Board Chair



**Richard Steele**  
Chief Financial Officer



**Seb Bailey. Ph.D**  
Executive Director

- Co-founded Mind Gym with Octavius Black
- Co-authored Mind Gym's four books
- BSc in Psychology with Cognitive Science from University College London
- PhD in Psychology and Education from University of Bristol



**David Nelson**  
Non-executive Director

- Advisor to Chair and CEO
- Partner at Accounting firm Dixon Wilson, serving as senior Partner from 2008-2018
- NED on the Board of DMGT since 2009
- NED on a number of private companies



**Baroness Harding**  
Senior Independent  
Non-Executive Director

- Deputy Chair of The Court of the Bank of England and Chair of NHS Improvement
- Chief Executive of TalkTalk Telecom Group plc from 2010 to 2017
- Served on the boards of The British Land Company plc and Cheltenham Racecourse
- Has held senior roles at Sainsbury's and Tesco



**Sally Tilleray**  
Independent Non-Executive  
Director

- Group COO and FD at Huntsworth plc from 2004 to 2014
- Non-Executive Chairman at Cognito Europe since 2016
- Previously CFO Europe for Predictive Inc., an IT network consulting business which floated on Nasdaq in 2000

# Management team (MGX)



**Octavius Black**  
Chief Executive Officer

- Co-founded Mind Gym with Sebastian Bailey
- Co-authored Mind Gym's four books
- Co-founded Parent Gym (Mind Gym's philanthropic arm) with Joanne Cash



**Seb Bailey. Ph.D**  
Executive Director

- Co-founded Mind Gym with Octavius Black
- Co-authored Mind Gym's four books
- Chair of Mind Gym's Academic Board of Professors
- BSc in Psychology with Cognitive Science from University College London & PhD in Psychology and Education from University of Bristol



**Richard Steele**  
Chief Financial Officer

- Joined Mind Gym in March 2018
- 30+ years industry finance experience; started career at Tate & Lyle
- 11 years as FD including Cook Trading Ltd and White Stuff Ltd
- Joined Mind Gym March 2018



**Mary-Clare Race**  
President, Mind Gym Inc.

- Leader of Mind Gym's innovation and product development
- Chartered Organisational Psychologist with a PhD from University College London
- Joined Mind Gym October 2014



**Ryan Boughan**  
Chief Commercial Officer,  
Americas

- Leader of Mind Gym's Sales and Client Services teams in the US
- Key sponsor for Mind Gym's largest and most complex US Clients
- Previously worked at The Corporate Executive Board - another learning business
- Joined Mind Gym January 2011



**David Turnbull**  
Chief Operating Officer

- COO of Heidrick Consulting from 2015-2018
- Consultant and then Global Manager of Organisation Practice at McKinsey & Co. 2000-2015
- Economist then Chief Economist at Bannock Consulting 1993-2000
- Joined Mind Gym November 2018

## Academic Board



### **Guy Claxton (Chair)**

Professor of Learning Sciences at the University of Bristol. Author of more than twenty books including the best selling 'Building Learning Power'. His Building Learning Power approach has been influential in schools in many countries as well as throughout the UK.



### **Tomas Chamorro-Premuzic**

CEO of Hogan Assessment Systems, Professor of Business Psychology at University College London (UCL), and visiting Professor at Columbia University. An international authority in people analytics. Author of 10 books and over 150 scientific papers with a media career comprising of over 100 TV appearances.



### **Sophie von Stumm**

Associate Professor in Developmental Psychology at the London School of Economics. Founder and leader of the Hungry Mind Lab, she has published more than 40 peer-reviewed journal articles and book chapters and developed two smartphone apps.

## Alumni



**Michelle Ryan**  
Professor of Social and Organisational Psychology.



**Elaine Fox**  
Professor of Psychology and Affective Neuroscience at University of Oxford.



**Janet Reibstein**  
Professor Emerita in Psychology at the University of Exeter.



**Peter Robinson**  
Emeritus Professor in Experimental Psychology, University of Bristol.



**Dr Ilona Boniwell**  
Dr Ilona Boniwell heads the International MSc in Applied Positive Psychology (I-MAPP) at Anglia Ruskin University.



**Robert Bor**  
Director, Clinical Team Lead and Subject Matter Expert at The Centre for Aviation Psychology.



**Ingrid Lunt**  
Professor Emeritus Green Templeton College, Oxford University. Previously President of the BPS.



**Michael West**  
Professor at Lancaster University Management School.



**Sir Gary Cooper**  
50th Anniversary Professor of Organizational Psychology and Health at the Manchester Business School, University of Manchester.

# Strong Academic Relationships

## World-renowned Professors who have spoken or written on Mind Gym platforms



### Jonathan Haidt

Professor of Ethical Leadership at New York University's Stern School of Business. Known in the popular press as a 'moral psychologist' he is the author of 'The Happiness Hypothesis' and 'The Righteous Mind'.



### Noreena Hertz

Renowned thought leader with best-selling books, *The Silent Takeover*, *IOU: The Debt Threat* and *Eyes Wide Open*. She advises a select group of the world's leading business and political figures on strategy, economic and geopolitical risk, digital transformation, Generation K and millennials.



### Paul Dolan

Head of Department and Professor of Behavioural Science in Psychological and Behavioural Science at the London School of Economics and Political Science. He is a best selling author and an internationally renowned expert on happiness, behaviour and public policy.



### Kenji Yoshino

Professor of Constitutional Law at NYU School of Law and the Director of the Center for Diversity, Inclusion, and Belonging. Talks widely in the media about the intersection of law and diversity. Author of 'Covering'.



### Kevin Dutton

Research psychologist at the Department of Experimental Psychology, University of Oxford. He is an affiliated member of the Royal Society of Medicine and of the Society for the Scientific Study of Psychopathy.



### Herminia Ibarra

Charles Handy Professor of Organizational Behavior at London Business School. Prior to joining LBS, she served on the INSEAD and Harvard Business School faculties.



### Adrian Furnham

Professor of Psychology at University College London. He has written over 700 scientific papers and 57 books including 'The Elephant in the Boardroom: The Psychology of Leadership Derailment'.

# Proven product portfolio

<b>Change</b>	Ignite inclusion	Coach	<b>Performance management</b>	Generating creative sparks
Building belief	Knowing me, knowing you	Collaborative solutions	Courageous conversations	Get connected
Change agility	Leading inclusively	Conflict handling	Fantastic feedback	Getting organized
Cresting the curve	Micromessages	Create your own luck	Find your mojo	Give me time
Delivering change	Minus the bias	Different perspectives	Give me strength	Goal getting
Ever ready	One of us	Direct	Goal setting	Impressing groups
Finding the pearls	The in crowd	Dynamic delegation	Great feedback	Influence and persuade
Leading (other people's) change	<b>Employee engagement</b>	Energize	Held to account	Managing expectations
Learnatics	Managing upwards	Execute	Home truths	Networking
<b>Customer experience</b>	Me, me, me	Fleeting meetings	Make it matter	Out of autopilot
Affinity and beyond	Stress busters	Follow me	Pathfinder	Partner for success
Compelling case	Team spirit	Getting things done	Peak performance	Rapport building
Critical moments	Bounce back	Innovate	Performance coaching	Real team
Customer compass	<b>Ethics</b>	Inspire	Performance mgmt—why bother?	Saying what you want
Customer connection	Barrels not apples	Make it happen	Play to strength	Soft sell
Experiential leadership	Before the fall	Motivate	Rate success	Sorted for stress
Having presence	Good business	Relate	Rewarding	Tricky people
Read the need	Good decision	Remote control	Right writing	Wake up your mind
Negotiation	In fairness	Shaping futures	True grit	Wood for trees
Power persuader	Me Inc	Storytelling	U-turn performance	<b>Respect</b>
Sense and credibility	No regrets	The big picture	<b>Personal effectiveness</b>	Respect me*
Show me the value	Scruples	Thrive	@VirtualWork	Call it out
Take the wheel	Standing firm	Unleash your creativity	At the top of our game	Power control
Trust me	<b>Management development</b>	Your impact on others	Confidence	Fair warning
<b>Diversity and inclusion</b>	A tour of your mind	<b>Onboarding</b>	Conflict detox	Help at hand
Building bridges	Buddy to boss	First 100 days	Create your own future	
Hearing what people say	Business brain		Creativity for logical thinkers	
	Challenging messages		Extra time	

\*Compliant with CA and NY anti-harassment legislation

# Engage



## Engagement

Visually engaging and thought-provoking comms campaign.



## Diagnostic

Online questionnaire measuring competence in desired behaviours. Features 360.

# Participate



## Workout Pro

180 minutes, face to face, 20 people. Immersive, practical with emphasis on peer learning.



## Workout

90 minutes, face to face, 20 people. Fast paced, specific, with plenty of practice.



## Virtual workout

90 minutes, virtual, 12 people. Designed to maximize learning on a virtual platform.



## Go large

60 minutes, face to face, up to 1,500 people. Inspiring, interactive and mindset shifting.



## Go large virtual

60 minutes, virtual, up to 1,500 people. Inspiring, interactive and mindset shifting.



## Live action

90 minutes, face to face, 20 people. Practice workout tools in a real-play scenario.



## Dialogue group

60 minutes, face to face, 50 people. Peer coaching focusing on one personal challenge.

# Activate



## Mission

Face to face or virtual. Three action challenges to try back at work.



## Booster

30 minutes, face to face or virtual. Revisit topic, hare success and coach through blockers.



## Pledge

30 minutes, face to face or virtual. Make a meaningful public commitment to change.



## Toolkit

Printed or digital. For managers of participants to coach through the programme

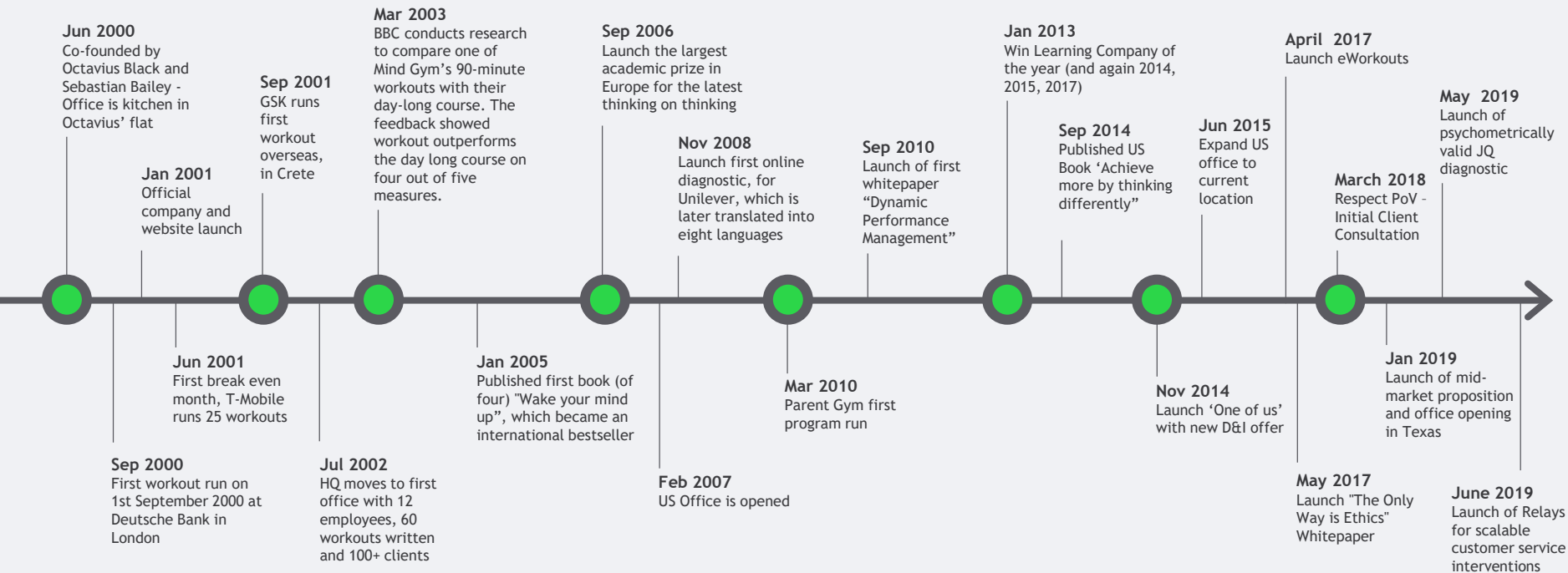


## eWorkout

15 minute, online. Designed for interactive, self directed learning.

# History of innovation and growth

Continuous cycle of thought leadership, product launches and industry recognition



# Awards

## 2018

No. 36 on the Sunday Times Profit Track 100 2018 (Top UK private companies with the fastest growing profits)

Named a Top 10 Leadership Training Company by Training Industry

## 2017

Chief Learning Officer Learning in Practice Awards- Excellence in Content

Brandon Hall HCM Excellence Awards, Excellence in learning in partnership with Audi of America- Bronze Award

No. 151 on the Sunday Times International Track (Top UK private companies with the fastest growing international sales)

Top 20 Leadership Training watch list by Training Industry

The Learning Awards' Learning Provider of the Year

## 2016

Top 20 Leadership Training watch list by Training Industry

The Learning Awards' External Learning Project of the Year

No. 77 on the Sunday Times SME Export Track (UK's Top SME's with fastest growing international sales over the past two years)

## 2015

Chief Learning Officer, Learning in Practice Awards, Excellence in Vendor Partnership- Gold award

No. 16 on the Sunday Times SME Export Track (UK's Top SME's with fastest growing international sales over the past two years)

HR Distinction Awards, HR Consultancy of the Year- Shortlisted

Top 20 Leadership Training watch list by Training Industry

The Learning Awards, Learning Provider of the Year

## 2014

Personnel Today Awards- Consultancy of the Year

Chief Learning Officer, Learning in Practice Awards- Excellence in Vendor Partnership

CIPD People Management Awards, Best L&D Supplier- Finalist

## 2013

The Learning Awards, Learning Provider of the Year (Gold), External Training Solution of the Year (Bronze)

Training Journal Awards, Best Training Partner- Finalist

## 2012

The Learning Awards, External Learning Solution of the Year

## 2010

Management Today, Management Handbook winner  
Mind Gym: Wake your mind up.



# Proven business impact

