



**Mercury
Hampton**

Assessment
& Performance

Leading With Purpose

Your Consultancy Partner of Choice,
Enhancing Culture, People, and Performance.





Contents

Our Ethos

Page 02

About Us

Page 03

Purpose Sync Programme

Page 04 - 07

Leadership Accelerator Programme

Page 08 - 10

What's Next

Page 11

Excellerate Programme

Page 12 - 14

Elevate Programme

Page 15 - 18

Ryan Pritchard

Page 19

Your Consultancy Partner of Choice

Page 20

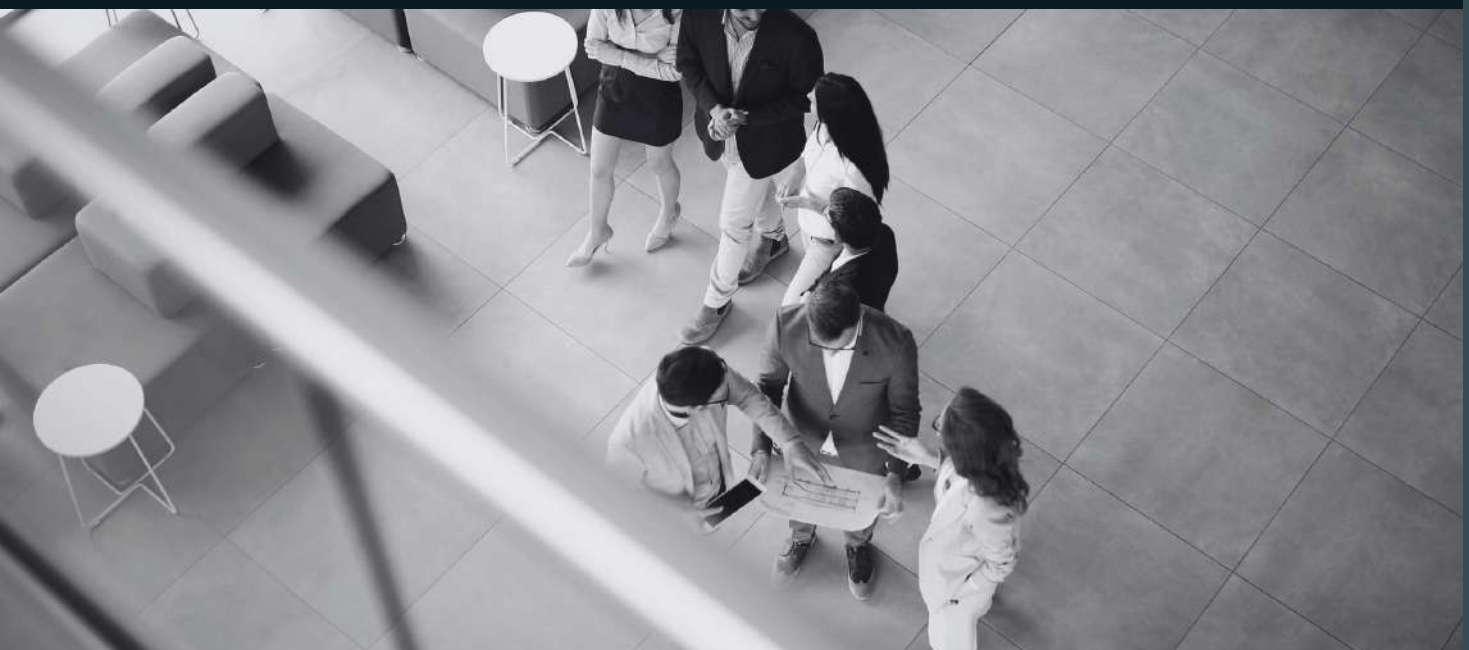




Our Ethos

At Mercury Hampton, we place Leading with Purpose at the forefront of our performance services, ensuring it is the golden thread woven through all our programmes. Whether focusing on individual leaders or bringing together cohesive teams, our approach starts and thrives on this core principle. We understand that executive coaching transcends skill-building – it's a transformative process to unlock potential and turn the dial in personal leadership.

Our distinctive methodology is rooted in the belief that how leaders show up, driven by purpose, fundamentally influences their success. We delve deep into the heart of leadership not just guiding, but exploring and reshaping the underlying thought processes that drive behaviours. This approach helps individuals transcend self-imposed limitations and outdated habits, aligning their actions with a clear and impactful purpose





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About Us

Founded In

2018



Global Offices

4



18



Countries Traded

1271



Happy Clients

Global experts in Talent Intelligence, Talent Acquisition, and Talent Development.





Purpose Sync

Our **bespoke** one or two-day leadership development programme is a focused exploration into your team's current dynamics and their **growth potential**.

We begin by assessing individual leadership styles and how they align with the team's and organisation's objectives. This sets the foundation for understanding the unique contributions and areas for development within your team. Transitioning to the future state, we collaboratively define clear, attainable goals for the team. This involves identifying what success looks like and the necessary steps to achieve it. Central to this phase is the development of targeted strategies that enhance individual leadership capabilities while ensuring these skills synergise effectively within the team context.

Throughout the programme, we emphasise the importance of personal growth in tandem with team performance. Our approach, deeply rooted in the concept of Leading with Purpose, extends beyond traditional skill enhancement. It is about empowering leaders to foster a sense of unity and direction within their teams. Participants will leave with a comprehensive roadmap, tailored to bridge the gap from where they currently are to where they aspire to be. This roadmap will include actionable strategies designed to drive transformative success and cultivate a dynamic, cohesive team, all aligned with the overarching goals of the organisation.



Solution Timeline

1 Initial Phase: Understanding Challenges and Opportunities

OneHour Individual Discussions: The programme begins with a OneHour discussion with each member of the leadership community. This initial conversation is crucial as it serves to gather insights into the perceived challenges and opportunities within the team. **Purpose of Discussions:** These discussions aim to understand each leader's perspective, helping to identify common themes, individual concerns, and potential areas for team development.

3 Two-Day Programme Specifics

McQuaig 360 Leadership Team Survey: For the Two-Day programme, we incorporate the McQuaig 360 Leadership Team Survey. This tool provides an in-depth analysis of the team's dynamics, strengths, and areas needing attention. **Timeframe Between Sessions:** We ensure a minimum and maximum period of three weeks between the two programme days. This interval is essential for reflecting on learnings, implementing initial strategies, and gathering further insights. **Flexible Scheduling:** The two days of the programme can be run either consecutively or separately, based on the team's requirements and availability. This flexibility allows for a more tailored approach that suits the team's rhythm and needs.

2 Structuring the Programme

Basis for Day's Structure: The insights gathered from the initial discussions form the foundation for structuring the programme. This ensures that the content and activities on the day (or days) of the programme are tailored to address the key developmental areas identified. **Applicability for One or Two-Day Programme:** This approach of initial engagement and customisation is integral to both the one and Two-Day versions of the programme.





Outcome

By starting with individual discussions and using these **insights** to shape the programme, we ensure that the **leadership development** activities are directly relevant and impactful.

The inclusion of tools like the McQuaig 360 Survey in the TwoDay programme further enriches the understanding of the team's dynamics, making the intervention more effective and transformative. Whether conducted over one or two days, the programme is dynamically structured to meet the unique needs of your leadership team, paving the way for meaningful development and positive change.





Breakdown

Initial State	Duration: 1 hour per leadership team member.
Preprogramme 1:1	Objective: To understand individual perceptions of challenges and opportunities within the team.
Conversations	Total Time: Dependent on the number of team members (1 hour per team member).
One-Day Programme	Session Time: 9:30 am 4:30 pm (Total of 7 hours).
Focus Areas	Morning sessions: Addressing key themes identified from 1:1 conversations. Afternoon sessions: Tailored activities and workshops based on morning discussions. Total Programme Duration (including 1:1s): 12 hours + (1 hour per team member).
Two-Day Programme	Session Time Each Day: 9:30 am 4:30 pm (Total of 7 hours per day, 14 hours in total). Additional Element: Each participant receives a 90-minute 1:1 performance coaching session.
McQuaig Leadership Survey	All respondents and feedback providers must be submitted and completed before Day 1. Analysis integrated into Day 1 and Day 2 sessions.
Day 1 Focus	Morning: Deep dive into McQuaig Survey results. Afternoon: Developmental activities based on survey insights.
Day 2 Focus	Continuation of tailored workshops and strategic planning. Actionable steps and commitment to change. Interim Period: Minimum and maximum of three weeks between the two days for reflection and implementation of strategies. Total Programme Duration (including 1:1s, survey, and 1:1 coaching): 27.5 hours + (1.5 hours per team member) + McQuaig Survey time.



Leadership Accelerator

Make a **positive impact** with our half-day 1:1 coaching programme.

Centred around the pivotal theme of Leading with Purpose, this half-day session delves deeply into the intricate relationship between leadership behaviours, personal branding, and performance. It provides an introspective journey for leaders to explore their individual styles, uncovering and embracing the unique traits that define their approach to purpose-driven leadership.

This session is designed to equip leaders with essential tools and insights to refine their behaviours, ensuring they are in harmony with their personal aspirations and the strategic objectives of their organisations. It's an opportunity to align leadership actions with a meaningful purpose, thereby enhancing both personal and organisational success.





Solution Timeline

1 Introduction to Leading with Purpose

Overview of purpose-driven leadership's impact on personal branding and organisational performance. Interactive discussions to set the session's context.

2

Leadership Behaviors Analysis

Exploration of how leadership styles affect personal and organisational success. Guided analysis and reflective exercises for self-assessment.

3 Personal Leadership Exploration

Self-discovery process to identify and understand unique leadership traits. Customised activities focused on introspection.

4

Behaviour Refinement & Strategic Alignment

Tools and strategies to align leadership behaviours with personal values and organisational goals. Practical sessions and workshops for strategy development.

5 Action Plan & Growth Roadmap

Formulation of actionable strategies for workplace application. Conclusion with a focus on the next steps, including possible progression to the Excellerate Coaching Programme.





Lead With Purpose

Our **Leadership Accelerator** half-day session is designed to sharpen your leadership style, directly impacting your personal brand and organisational success.

Key Elements

- Combination of interactive discussions, exercises, and guided planning.
- Led by expert coaches offering personalised insights.
- Designed to fit the schedules of busy senior leaders.
- Focus on individual and team dynamics within organisational contexts.

Outcome

The session offers a concise introduction to Leading with Purpose, providing immediate tools for leadership enhancement and laying a foundation for ongoing development through the Excellerate Coaching Programme.



What Next?

Take the **Next Natural Step** in Your Leadership Journey with the **Excellerate Coaching programme**

For those truly motivated to make lasting change and elevate their leadership to new heights, our Excellerate Coaching programme is the perfect next step. Building on the insights gained from our 2-hour complimentary session on Leading with Purpose, Excellerate is designed to be the catalyst for profound transformation.





Excellerate Coaching Programme

High Level Overview

Mercury Hampton's Excellerate Coaching programme is our premier solution to unlocking the full potential of your senior managers and high-potential leaders, all within one financial quarter. With Leading with Purpose at the core of our ethos, we believe that true leadership is about aligning one's personal drive with the company's strategic direction.

Excellerate is more than just a coaching programme; it's a transformational experience that pinpoints and breaks through the barriers hindering peak performance. Over three months, through focused biweekly sessions, we cultivate the strategic leadership qualities essential for today's dynamic business environment. Each session is an intensive dive into enhancing decision-making skills, amplifying personal and business performance, and deepening the understanding of organisational dynamics.



Excellerate Roadmap

Customised Coaching

Tailored to each leader's and the organisation's specific needs, ensuring relevant and impactful development.

Structured Progress

Bi-weekly, 2-hour sessions are strategically placed to create consistent growth and facilitate learning without overwhelming schedules.

Collaborative Framework

Developed with input from the participant, their manager, HR, and our lead consultants, fostering a team approach to leadership development.

Organisational Alignment

Directly links the leader's growth to the company's vision and leadership goals for cohesive progress.

Purpose driven focus

Centres on instilling purposeful leadership, aligning leaders' actions with a clear and impactful mission.

Rapid Development Cycle

Designed to deliver significant enhancements in performance and decision-making within one financial quarter.

Strategic and Innovative Skills

Cultivates advanced decision-making and innovative thinking, key traits for strategic leadership.

Accountability and Reflection

Concludes with a reflective presentation, encouraging accountability and cementing the commitment to ongoing growth.

Tangible Outcomes

Produces visible improvements in leadership effectiveness, contributing to organisational success and individual fulfilment quickly and measurably.



Solution Timeline

1 Initial Assessment and Tailoring

The programme kicks off with an in-depth assessment to tailor the coaching specifically to the individual's and the organisation's unique requirements.

2

Biweekly Two-hour Sessions

Participants will engage in intensive two hour sessions every other week. These sessions are designed to build on each other, cumulatively enhancing the participant's performance.

3 Collaborative Development Approach

The programme's content and direction are shaped collaboratively with input from the participant, their manager, HR, and our lead consultant. This ensures the coaching is fully aligned with the company's vision and leadership goals.

4

Focus on Rapid, Tangible Outcomes

Throughout the three months, the emphasis is on quickly equipping leaders with the necessary skills and mindset to excel. This includes honing strategic decision-making abilities and fostering innovative leadership practices.

5 Reflective Conclusion with Future Planning

At the programme's conclusion, participants will reflect on their progress and share their growth and plans for continued development. This reflection is presented to their coach, HR, and manager, solidifying their journey, and setting the stage for future success.





It's Time to Elevate

The 1:1 Elevate Coaching Programme offers a comprehensive nine-month leadership development journey for senior managers and high potential individuals. Building on the foundation laid by the Excellerate Coaching Programme, it further refines and embeds key behavioural changes. It is also designed for those seeking a structured and in depth approach to enhance their leadership skills.

Centered on developing a leadership mindset and 'Role Model' qualities, this programme equips leaders to effectively motivate and lead their teams. By combining theoretical knowledge with practical application, ensures that participants can integrate leadership principles into their daily professional lives for a sustained impact. Tailored for top-performing talent and those expanding their leadership scope, the goal is to unlock the 'Role Model' Leader within, driving enhanced performance and recognition in leadership excellence. Each participant receives a personalised plan, cocreated with input from their manager, HR, and our lead coach, reflecting the company's vision and leadership ideals.



Elevate Roadmap

Comprehensive Duration and Depth	A nine month intensive programme for an in-depth exploration of leadership skills and ample time for practical application.
Suitable for Advanced Learners	A nine month intensive programme for an in-depth exploration of leadership skills and ample time for practical application.
Personalised Development Plan	Tailored content and objectives, co-created with input from the participant, their manager, HR, and the programme's lead coach.
Holistic Leadership Approach	Integrates theoretical frameworks with practical applications, encouraging real-world implementation of leadership principles.
Focus on Leadership Evolution	Dedicated to developing a leadership mindset and 'Role Model' qualities, equipping leaders to inspire and guide effectively.
Enduring Leadership Transformation	Ensures sustainable change in leadership behaviour and skills, with long-lasting impacts beyond the programme.
Relevance to Individual and Organisational Goals	Customised learning aligned with each leader's role, the company's culture, and industry demands.
Cultivation of Exemplary Leaders	Develops 'Role Model' leaders who set high standards in performance and behaviour, enhancing the overall leadership environment.
Actionable Learning Outcomes	Each session ends with clear action steps, ensuring immediate application and continuous advancement towards leadership excellence.



Solution Timeline

1 Assessment Phase

Initial Feedback Gathering: The programme begins by collecting feedback from key stakeholders. This feedback aims to identify the coachee's strengths and areas for improvement. **Analysis of Feedback:** The coachee, alongside their line manager and HR, reviews this feedback. This collaborative analysis sets the stage for identifying developmental priorities.

2

Planning Stage

Customised Development Plan: Based on the initial assessment, a tailored coaching plan is crafted. This plan aligns with the coachee's personal and professional growth objectives.

3 Coaching Sessions

Frequency and Duration: The programme includes nine 2hour coaching sessions, scheduled every six weeks. These sessions are central to the roadmap, offering deep reflections and actionable insights. **Content Focus:** Each session is designed to delve into specific development areas, ensuring a comprehensive approach to leadership growth.

4

Midpoint Review

Progress Evaluation: After the fifth coaching session, a mid-programme review is conducted. This involves the coachee, their coach, HR, and the line manager. **Adjustments and Focus:** The review provides an opportunity to evaluate progress and recalibrate the focus of subsequent sessions if necessary.

5 Conclusion and Presentation

Developmental Journey Summary: The programme culminates with the coachee presenting their developmental journey. This presentation is made to the coach, HR, and their line manager. **Highlighting Achievements and Future Goals:** The coachee outlines their achievements during the programme and sets forth areas for continued growth and future objectives.





Are you looking to elevate the skills and effectiveness of your leadership team?

Our Elevate Coaching Programme is precisely designed for this purpose.

Over 9 months, we offer a comprehensive development journey, focusing on personal and professional growth. Imagine this: your team goes through nine 2-hour targeted coaching sessions, each followed by an insightful report. We start by understanding each leader's strengths and areas for improvement and crafting a personalised development plan. Midway through, we assess progress and fine tune our approach, ensuring that every session is maximally beneficial.

What's more, the programme culminates with a presentation, showcasing each leader's growth journey. This isn't just coaching; it's a transformative experience for your leaders, aligning with your organisation's goals and driving impactful results.





Ryan Pritchard

Performance Director

Ryan's strength is rooted in cultivating high-performance leadership team cultures, vital for empowering board-level and senior teams to achieve unity, cohesion, and a clear direction. These efforts not only foster individual growth but also drive organisations toward unparalleled success.

Throughout his journey, Ryan has collaborated internationally with a diverse range of prominent World-Class Business Solutions Ryan Pritchard Performance Director global organisations, including Castle Lake, Coca-Cola, IHG, Barclays, Absolut Vodka, Pernod Ricard, Kinnerton, Verder, Hydreco, BlueBear, Waterland, Henley Business School, Abbvie, Irish Distillers, Thames Water, AES Seals, Novae, TrioWorld and EuroStar.

With these clients, he's adeptly engaged in culturally sensitive environments, managing teams at different life cycle stages, from those adapting to new terrains to emerging teams, and ones aiming for a resurgence.





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