



gravitas

Ascendant

Executive Brief

gravitas Ascendant

Gravitas Ascendant is a one-to-one leadership development framework designed to support executives who have recently moved into a more challenging or transformational role, those who wish to prepare for such a move and those who feel they would like to explore what they can achieve by understanding their leadership capabilities.

These leaders need to set an inspiring example for their own "vita stream" - the group of people in their organisation who represent the powerhouse of current and future results.

Gravitas specialises in the development of what we term "professional equity" – the extra value a senior executive delivers above the norm for their peer group.

As an existing main board or functional director, or senior manager with the potential to achieve that responsibility during the next two years, the Gravitas Ascendant programme can help you advance your leadership career and professional equity growth through a custom-built development process.

Personal transition and development is often difficult. The behaviours and skills that have made the executive successful need to continue developing and changing as the leadership challenges change. Gravitas Ascendant is a business-focused leadership development tool covering all key aspects from personal priorities through to leadership positioning, skills development, career development and communication skills.

Gravitas Ascendant is part of a suite of leadership programmes designed for senior executives at different stages of their personal and leadership development. The other programmes are:

- Gravitas Professional** High Potential and Middle/Senior Management with leadership aspirations. Professional is our entry level leadership module and precedes Ascendant.
- Gravitas Counsel** Board Members, Senior Civil Servants and CEOs who wish to reflect on and develop their current capabilities and style. Counsel is our advanced leadership module and can be used as a follow-on from Ascendant. It addresses the commercial dimensions of business operations and transformation.

<p style="text-align: center;"><u>Session 1</u></p> <p style="text-align: center;">Key Personal Priorities & Professional Dynamics</p>	<p style="text-align: center;"><u>Session 2</u></p> <p style="text-align: center;">Optimum Professional Leadership Positioning</p>	<p style="text-align: center;"><u>Session 3</u></p> <p style="text-align: center;">Ascendant Career Development Planning</p>
<p style="text-align: center;">Session 1 Structured Menu</p> <ul style="list-style-type: none"> • Defining your Gravitas Ascendant Objectives • Commercial environment & Current Role Dynamics • Learning Style Analysis • Personal Life Plan & Crucial Decision Points • Professional Life Plan, Career Perspectives and Potential 	<p style="text-align: center;">Session 2 Structured Menu</p> <ul style="list-style-type: none"> • Personal and Professional SWOT Analysis • Ideal Gravitas Ascendant Positioning – Internal and External • Skills Audit • Optimum Work / Life Time Management • Simulation Session 	<p style="text-align: center;">Career Structured Menu</p> <ul style="list-style-type: none"> • Career Drivers and Aspirations • Ideal Role Definitions • Key Career Opportunities • Strategic Career Plan • Current Role Development • Professional Development Priorities • Detailed Career Route • Session 4, 5 & 6 choices

Development Structure

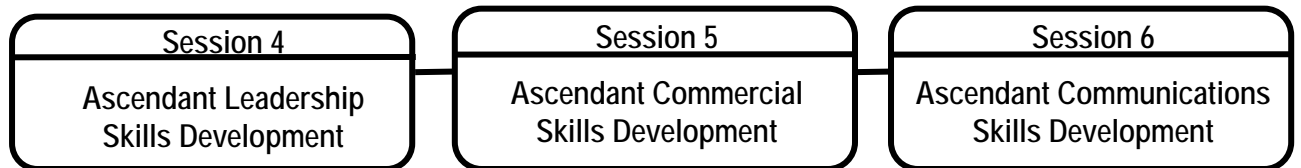
The Ascendant development structure consists of six half-day sessions, the first two of which focus on the key dynamics in which you are engaged, the opportunities open to you and your optimum professional leadership positioning. This is derived from a clear understanding of your capabilities, aspirations and hopes for the future.

The third Ascendant session defines your significant natural career options, including your current role, together with the most appropriate professional development to realise that career ambition. It will assist you in gaining clarity on what you are delivering for your organisation over the next 3-4 years and help you clarify any competence or behavioural areas you may wish or need to develop.

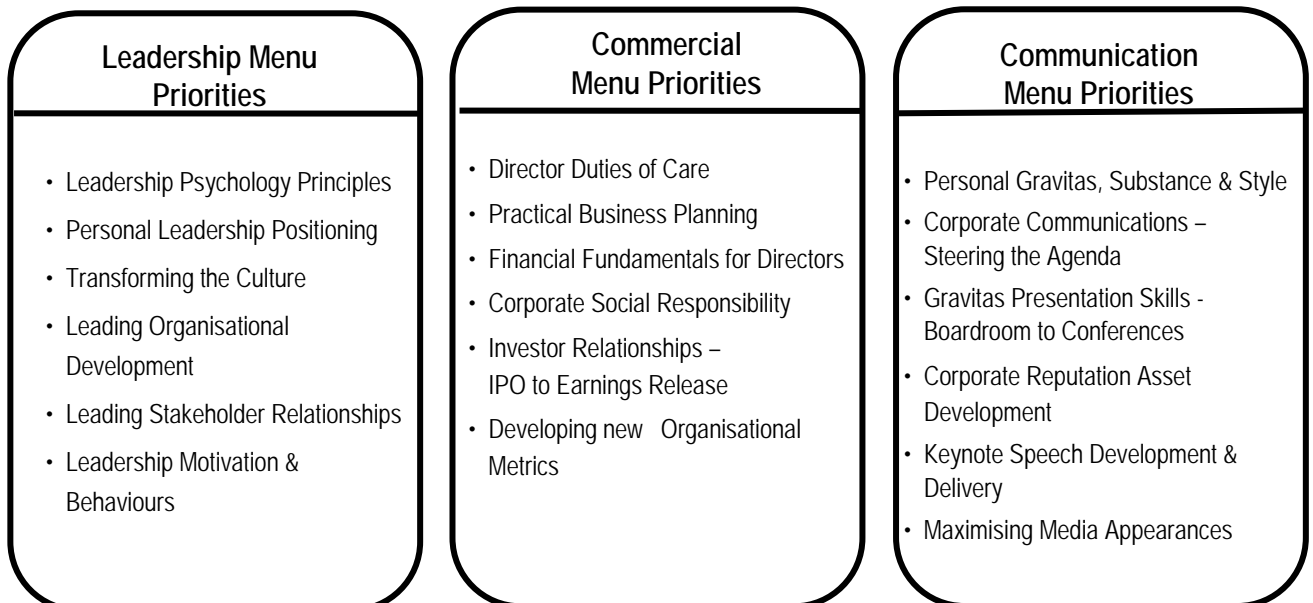
From the start of session three you are working on detailed development options to support your professional destiny and career plan, thereby accelerating your professional equity growth. The three key areas of:

- Leadership
- Commercial/Operational
- Communications

are divided into priority areas which you select according to your requirements.



Up to nine menu priorities can be chosen for sessions 4, 5 & 6





Gravitas Ascendant Executive Sponsor Feedback

"I have followed with extreme interest the progress you have achieved with the Directors I nominated for the Gravitas Ascendant programme. They have been immensely impressed with the benefits and so have I. Some of them have come on enormously."
FTSE 100 CEO

Contact Us

To find out how we can support you, your team or organisation please contact us:

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We will be delighted to explore with you how we might be able to help and to provide quotations for suitable Gravitas programmes.

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