



gravitas

Counsel

Executive Brief

gravitas[™] Counsel

Gravitas Counsel is an advanced functional leadership programme aimed at Board Members, CEOs and Senior Civil Servants. It is designed to enable you to develop your skills, leadership style and execution in a discreet and structured environment with someone you can trust to explore key strategic issues critical to your success and that of your organisation.

The focus of the Gravitas Counsel sessions is on your leadership, communications and motivation of key team members, or around a complex commercial or organisational dynamic which needs rapid resolution if you are to achieve a particularly important outcome.

Consequently, Gravitas Counsel is custom-built at the beginning of the programme and updated during the activity to meet your needs at both a strategic and tactical level.

Senior executives sometimes use Gravitas Counsel to develop their own competencies, particularly in areas where they have not had prior experience or exposure including for example : -

Increasing Public Profile –

to generate or consolidate positive positioning for the organisation.

Raising Professional Equity –

supporting the organisation's Brand Equity through individual and team development.

Using Executive Search –

for finding essential key talent.

Developing Corporate Governance -

to meet Corporate & Social Responsibilities and legislative requirements.

Director Duties of Care –

to understand fiduciary and ethical requirements for newly appointed Directors.

Strategic Business Planning –

to meet the expectations of all stakeholders.

Merging Organisations –

aligning previous disruptive personal and professional agendas towards a successful team.

Preparing for IPO –

leading the team to understand their value in the organisation's future.

Corporate Venturing –

to accelerate new business growth through 'greenhousing', portfolio and top talent.

BPO and Offshoring –

balancing the risks, the rewards and responsibilities.

Developing Strategic Partnerships –

the myths and realities of true partnership with joint and several responsibility.

Portfolio Remodelling –

to align offerings more towards current and potential demand patterns.

Redefining Vision & Values –

to develop a 'Cause' the entire organisation can follow.

Restructuring the Board –

to ensure optimum use of energy and experience, principle and practice, wisdom and wit.

Politicising Transformation –

through developing 'causality' and stakeholder engagement.

Development Structure

Each situation is different for each senior executive and Gravitas' experience and advice will help you determine your options and navigate the way towards your own successful outcomes.

Senior executives generally find it useful to spread their Counsel programme across a twelve month period, using individual Counsel sessions to support the set of dynamics they are wrestling with at any particular time, sometimes sending an agenda in advance or bringing the issues with them to each session.

CEO - Counsel Examples

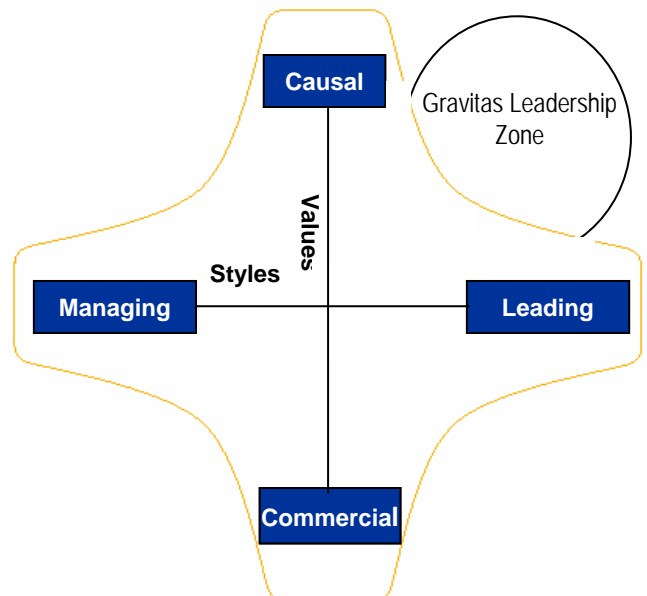
- ✦ Positioning of organisation & team
- ✦ Team structure and composition
- ✦ Internal profile development
- ✦ External profile modelling
- ✦ Organisational issues
- ✦ Succession planning & talent pool development
- ✦ Strategic planning
- ✦ Major change initiatives

Organisation - Counsel Examples

- ✦ Telco development of new strategic Partner, strategy and execution
- ✦ Major IT Directorate team growth – Government Department with re-location implications.
- ✦ Private Equity recent acquisition turnaround
- ✦ Commercialising a major internal department
- ✦ Developing new climate and culture for substantial privately owned group.
- ✦ Preparing commercialisation of NGO division with Corporate Governance, Board Restructuring and Portfolio Development.
- ✦ Converting major Corporate Matrix structure to Practice Model.

gravitas methodologies

Gravitas have designed and developed a range of methodologies to enable rapid analysis and visualisation of business scenarios. These methodologies are designed to clarify outcomes and enable you to refine your strategy and approach by defining desired states. The Gravitas Counsel sessions take these desired states as the agenda items for the development sessions. By taking this approach you are always working on a current business issue whilst honing your leadership skills.



Senior executives find that Gravitas Counsel delivers the top level flexible support they need in fast moving, complex environments.



Gravitas Counsel Executive Sponsor Feedback

“Taking over as Managing Director for this huge division is a bit daunting so I've found the Gravitas Counsel sessions incredibly valuable, to focus on exactly what I need advice on at the time.”

Talent Pool Executive, now Divisional MD

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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