



gravitas

Professional

Executive Brief

Gravitas Professional is the first of a progressive suite of one-to-one leadership development services offered by Gravitas Global. It is designed specifically as mid-career acceleration for high potential and early stage senior managers and supports them in taking the next steps in their professional life, thereby significantly developing their leadership and communication effectiveness within their organisation and consequently their own professional equity.

“Professional Equity” is our term for developing your potential in order that you deliver outcomes above the norm for your peer group.

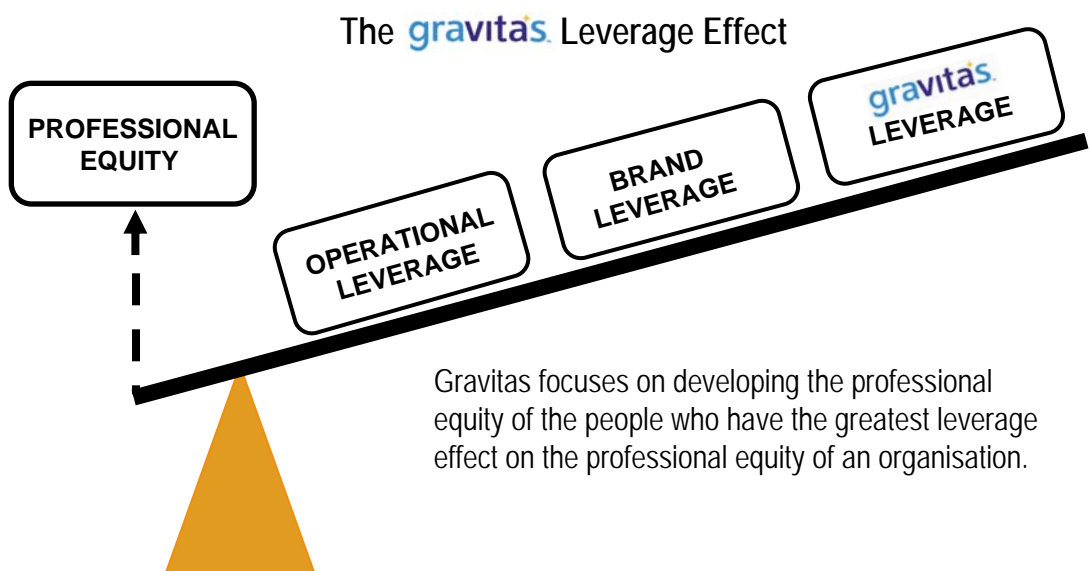
By defining the right professional positioning to suit your personality and talents - your own “classic edge”- the Gravitas Professional helps you focus on the most appropriate career opportunities and delivers a greater degree of effectiveness in your current and future roles.

The programme covers aspects of development appropriate to the aspirations of the target group, including leadership positioning, business relationships, image, behavioural observations and team membership and leadership.

For each person the stimulus for undertaking the Gravitas Professional is unique.

Typically the key stimuli are:

- ✦ After promotion – understanding the new role and maximising impact
- ✦ After appraisal – special skills development and development planning
- ✦ 360° feedback – most often interpersonal skills development
- ✦ Career crossroads – developing real leadership talent and positioning
- ✦ Accelerating potential – talent pool to fast track career
- ✦ Family concerns about work-home balance
- ✦ Situational/Organisational change



Development Structure

The suite of four Professional sessions is spread over three months, giving you time to develop your new learning and to feedback between sessions. We use a wide range of tools and techniques appropriate to your development needs. These may include commercial simulations, case studies, personal and situational analysis tools.

Gravitas Professional is based on a structured architect which is then customised for your own personal needs and aspirations. You will be working in a relaxed off-site environment conducive to achieving your objectives with a Gravitas Director you can trust to help you define and achieve your potential.

We will guide you through understanding your specific development requirements and show you how to play to your strengths. By using rigorous analysis tools you will gain understanding of, and confidence in, your leadership capabilities and what you value in planning your future. The independent view of your Gravitas director will help you gain insights into your preferences and lead you to develop a personal plan knowing you are equipped with the knowledge and techniques to realise that plan.

The nature and breadth of the sessions and the development areas covered are shown in the table below.

Session One	Session Two
<ul style="list-style-type: none"> ✦ Gravitas Professional Development Process ✦ Defining your Gravitas Objectives ✦ Commercial Environment Review ✦ Current Role Review ✦ Personal Life Plan ✦ Professional Life Plan ✦ Gravitas One-to-One Simulation ✦ Personal Gravitas Plan 	<ul style="list-style-type: none"> ✦ Gravitas Progress Review ✦ Cultural Life, the Whole Person ✦ Personal and Professional S.W.O.T ✦ Balancing Time ✦ Ideal Gravitas Positioning ✦ Optimal Organisation Models ✦ Personal Gravitas Coaching ✦ Personal Gravitas Plan
Session Three	Session Four
<ul style="list-style-type: none"> ✦ Gravitas Progress Review ✦ Organisation Dynamics ✦ Defining the Strategic Issues ✦ Role and Competence Definition ✦ Personal Gravitas Coaching ✦ Presentations and Conferences ✦ Leadership Visibility ✦ Personal Gravitas Plan 	<ul style="list-style-type: none"> ✦ Gravitas Personal Leadership Profile ✦ Personal Gravitas Specification ✦ Dress, Appearance, Presence and Bearing ✦ Animation, Body and Eye Language ✦ Voice Delivery and Language Syntax ✦ Communicating the Vision through Empathy & Persuasion ✦ Career Optimisation Plan ✦ Charting the Path – Navigating your Network



Gravitas Professional Executive Sponsor Feedback

"Having completed our internal review, the Gravitas Professional programme will play a major part in our plan for the coming year, based on its success last year and its strong internal reputation."

Director, Government Department

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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