

EXECUTIVE ONLINE LEADERSHIP COURSE • TEAM WORKSHOPS • ONE TO ONE COACHING



WE MAKE GREAT LEADERS WHO BUILD GREAT TEAMS

You ready to make it happen?

”

“Leadership touches every person in the business. I believe in the power of higher-performing teams because great teams build the most successful companies in the world, and great teams always have great leaders.”

Hector Riva-Palacio, *Founder*

”



helpingreachpotential.co.uk

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Introducing Adjust Advance Achieve®

HRP founder, Hector Riva-Palacio created the Adjust Advance Achieve® leadership programme in 2020. Drawing from 25 years of experience in behavioural training, leadership science, and leading teams, he devised a proven method to enhance leadership ability quickly.

To date, more than 1,800 leaders have completed the programme.

Adjust Advance Achieve® covers three core leadership development areas:

Adjust: Understand your strengths, skills, and values in-depth

Advance: Enhance your leadership ability by managing your mindset

Achieve: Create excellent outcomes by having effective conversations

With a bespoke online learning platform, coupled with team workshops and one-to-one coaching (as required), leaders work at their own pace, enjoying 24/7 access to learning materials via any device.

Structured, modular, and interactive, the Adjust Advance Achieve® programme unpacks new insights and skills from the outset. It also helps leaders discover how to get more from their team in a matter of weeks.

The flexible programme is ideal for individuals looking to self-develop, key leadership teams, and senior leaders wanting to reach their potential.

The outcome spans beyond leadership performance, though. Adjust Advance Achieve® accelerates business performance by helping to create motivated teams who achieve incredible results. All from making great leaders.



Who is the Adjust Advance Achieve® leadership programme for?

1



SELF-DEVELOPERS

When you want to accelerate your career by developing leadership capabilities that unlock opportunities.

2



LEADERSHIP TEAMS

Enhance skills and abilities across your leadership team, then watch the impact cascade throughout your business.

3



SENIOR LEADERS

Become an inspirational senior leader and reach your potential faster.

- **Emerging Senior Leaders:**

Those with potential for more senior leadership roles. They're ready to be stretched beyond typical management positions.

- **Mid-senior Level Managers:**

Those transitioning from managing individuals to leading other managers or larger departments.

- **Senior Executives:**

High-level leaders looking to improve their impact, resilience, and ability to work under pressure.

- **High-Potential Leadership Cohorts:**

Talented individuals developing skills for future senior leadership roles.

- **Small and Ambitious Businesses:**

Business owners looking to advance their leadership approach. They want to engage, motivate, and improve the performance of a fast growing team.

- **Human Resources Professionals:**

HR leaders looking to support leadership development better within their organisation.

- **Professional Self Developers:**

Ambitious professionals looking to accelerate their leadership capabilities and grow faster in their career.

Representative companies participants



Leadership development value

Investing in effective leadership development to create great leaders helps you and your business at several levels. In fact, you're likely to experience both immediate and long-term returns on investment that impact every facet of the company.



PERSONAL GROWTH

A great leader will undoubtedly become a more confident and capable person – both professionally and personally. With a highly tuned mindset and the ability to build from their strengths they'll show the best version of themselves.

In short, great leaders become an asset to the company they work for and enjoy a fulfilled career by reaching their potential faster.



BUSINESS GROWTH

Great leaders have a direct impact on business outcomes too. With renewed energy and fresh skills, their own performance helps drive innovation and business growth. But that's only half the story.

When inspirational leaders run your business, their teams feel more motivated too. Employee satisfaction grows and staff turnover falls as teams want to perform better. This shift helps your business achieve momentous results. All from investing in your leadership team.

Over time, strong leaders help your business develop a reputation as a great place to work. You'll then find it easier to attract talent when you need to recruit.

That said, it can be more cost-effective to develop leaders internally rather than relying on outside recruitment, especially when competition for talent is high.

There's no downside to investing in leadership development and plenty of potential for incredible gains.

How the programme works

Choose how you want to develop your leaders. With our learning platform at the heart of every route, you can also opt for team workshops or one-to-one coaching (online or in-person) to achieve results faster.

Adjust Advance Achieve® online learning platform

Whatever method you choose, every user enjoys 12-month access to over 30 hours of learning resources, including videos, worksheets, and teaching materials. Progress the programme in bite-size chunks, anywhere, anytime, on any device.

This suits busy executives and leaders with challenging workloads. They can access the platform during the day, on their commute, or at home.

As a guide, the programme takes 15 weeks to complete when committing two hours of learning per week. Should you add coaching or workshops, the time frame may alter (either way). In this scenario, we could adapt the structure and focus on the most important lessons for you. We'd then encourage learners to access specific material on the platform to get the most from each session.

Adjust Advance Achieve® starts with a psychometric assessment using Strengthscope® – the only global strengths based tool that's achieved registered test status by the British Psychological Society. The programme then builds from an in-depth self-awareness and understanding of the individual's significant strengths, skills, and values. Everyone is unique, so each person's report unpacks their specific profile.



Workshops for leadership teams (optional)

Remotely or in-person, we build and facilitate team workshops at key points during the programme. This collective time helps to embed learning and practice new leadership skills as a group. Bringing everyone together also encourages positive leadership teamwork and a greater understanding of each other's strengths.

One-to-one coaching sessions (optional)

Senior leaders will benefit from having a confidential space to work on their individual needs with an experienced leadership coach. Again, this can be remote or in-person. The HRP team includes several coaches with different approaches and experiences. We can therefore pair leaders with someone they're comfortable with.

Programme duration

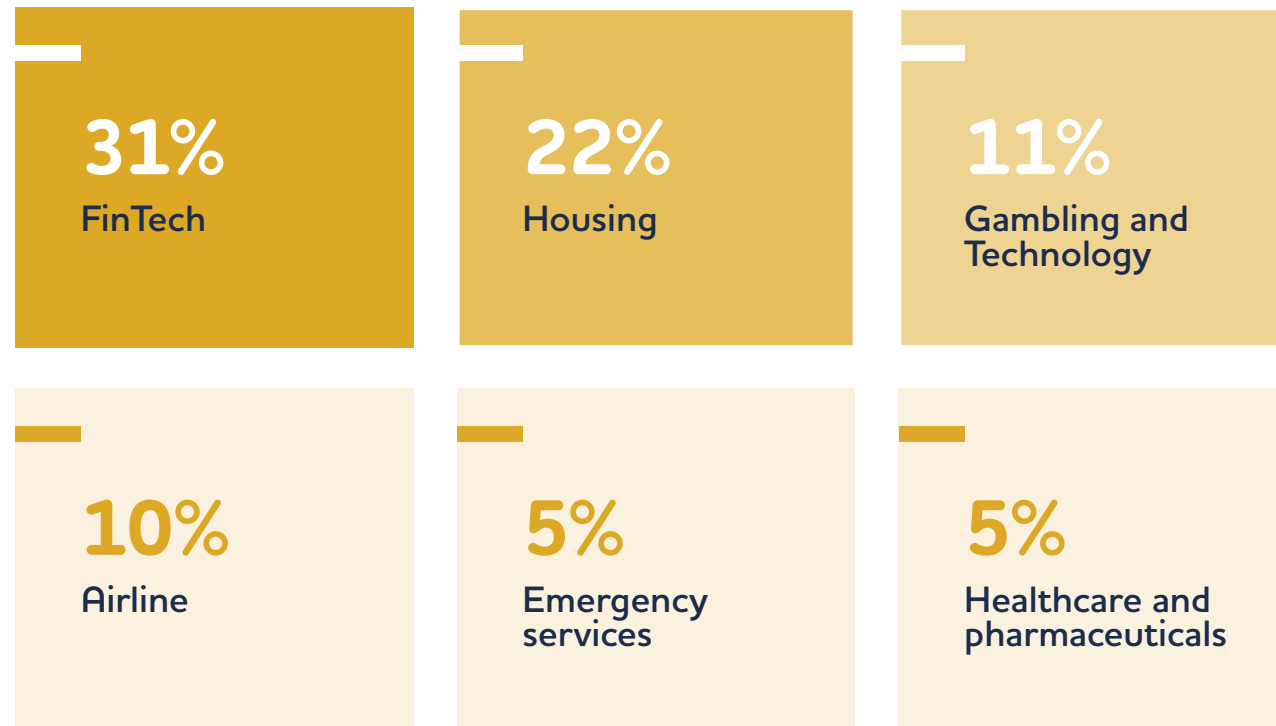
The table below shows an Adjust Advance Achieve® leadership development programme we delivered for one of our customers.

We collaborated closely with them to create a programme that effectively addressed their needs. They selected the globally recognised StrengthscopeLeader™ 360 psychometric profiler to initiate their programme.

Our customer also included a 12-month licence to our learning platform. Each participant then completed the relevant lessons from the Adjust, Advance, Achieve™ modules in between attending monthly webinar-style workshops.

12 MONTH LEADER 360 PROGRAMME	-2	-1	JULY 2021 0	1	2	3	4	5	6	7	8	9	10	11	JULY 2022 12
Phase 1 /Exec Sign Off	●														
Project Planning & Programme Management		●	●	●	●	●	●	●	●	●	●	●	●	●	●
Internal Comms Campaign		●				●				●				●	
Onboarding & Programme Launch			★												
StrengthscopeLeader™ Questionnaires			★												
Gather 360 Rater Feedback				★											
Self Led StrengthscopeLeader™ 360 Debriefs					★	★									
Self-Led Adjust, Advance, Achieve.™ Modules)				★	★	★	★	★	★	★	★	★	★	★	★
Monthly Group Webinars				★	★	★	★	★	★	★	★	★	★	★	★
Programme Close - ROI/Impact analysis															★

Industries we've supported



Representative companies participants



Participants Profiles

35%
Business Leaders

30%
Directors

15%
Vice Presidents

10%
Managers

5%
C Suite

5%
Staff

What our customers say

PAUL MORGAN

Director of Learning and organisational development ForHousing



I talk to many networking groups. They all have a similar problem: how do you scale a development programme cost-effectively? Forging a partnership with Helping Reach Potential and using their Adjust Advance Achieve® leadership programme, I think we've found the answer."

JAMES PEARSON

Head of Retail Channel, Camelot UK Lotteries Ltd



Hector tailored and delivered an excellent Strengths-focused training program for our entire National Account Team.

It had been recognised the team didn't always recognise their behaviours and impact on others so we reached out to Hector's expertise to help us overcome our challenges. Hector developed and improved the team's confidence and capability to communicate more effectively both with internal and external stakeholders, helping us to improve the way we managed conflict and problem resolution.

The program Hector delivered started from initial diagnosis through to a combination of workshops and 121 coaching which helped to embed new and much more effective behaviours and results.

I would strongly recommend Hector if you are looking for somebody who can improve the performance of your team.

SALLY ANN-TWYDEL

Head of Contact Centre Seetec Group



I fully recommend Helping Reach Potential to deliver any of your training and development requirements!

Hector is passionate about developing people and is a strong performance coach, leader and excellent facilitator of small to large audiences.

Hector has the skill of always getting the best out of individuals and teams by helping them become more aware of their strengths and how to apply them in a working environment.

Hector has produced inspirational and highly effective training programmes for my National Conference Events over the last few years which enabled us to significantly deliver key results and implement significant organisational change.

PAUL WHATMOUGH

Commercial Director Europe, Brittax Romer



I found the programme provided me with such powerful insights about who I am as a leader and how I can lead with greater impact. I also benefited from the structure and the practical frameworks that gave me the 'thinking space' I needed, to think more strategically in an agile way.

Why choose Helping Reach Potential?

Developed using both science and real-life leadership experience, the Adjust Advance Achieve® leadership development programme is unique. Both in content and in how we deliver it.

Built around Strengthscope®, the only global strengths-based tool that's achieved registered test status by the British Psychological Society, Adjust Advance Achieve® helps leaders become deeply self-aware of their strengths and performance risks, learning to confidently master their emotions and engage in more influential conversations across the business.

The programme is just one reason to choose HRP for your leadership development. We're a team of incredibly experienced leadership coaches helping organisations achieve momentous results from making great leaders.

Whatever support you need, we can provide it – remotely or face to face – whether it's for you or your entire leadership team. More than 1,800 leaders have advanced their abilities using the Adjust Advance Achieve® programme. Is it time for us to help you?

HRP has helped more than 1,800 people improve their leadership ability

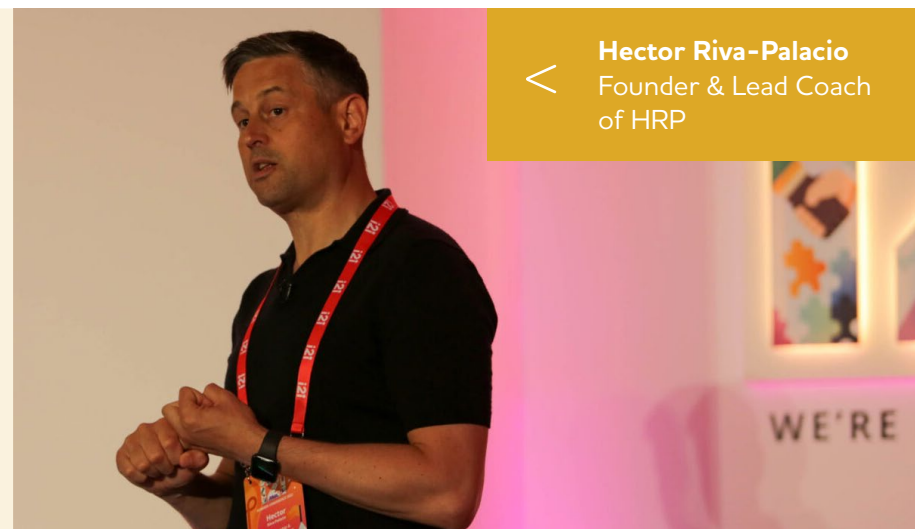
Strengthscope



The HRP story

Founded in 2017, a tight-knit group of experienced leadership coaches form Helping Reach Potential (HRP). Hector Riva-Palacio is Head Coach and Founder. His coaching and development methods have transformed countless professionals into great leaders. They've gone on to build high-performing teams and deliver incredible results.

From 25 years of experience, Hector developed the Adjust Advance Achieve® programme in 2020. This is what HRP practices today. Using a flexible mix of online and in-person workshops and coaching, over 1,800 leaders and executives have gone through the programme to date. Results have been astounding.



Hector Riva-Palacio
Founder & Lead Coach
of HRP



Arrange a call with Hector
and plan your leadership
development programme

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