



Fusion: a unique offering

Releasing people potential

Developing Leadership Capability

We are Fusion

A unique fusion of thoughtful consultancy and award-winning creativity.

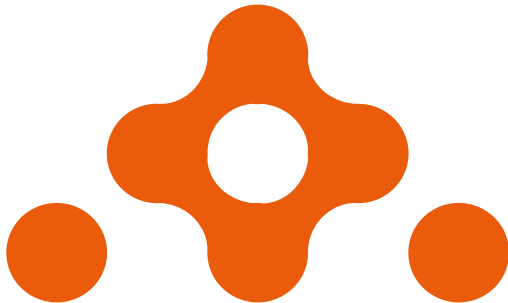
Leadership Development and Talent Management interventions and programmes through building people capability to realise their full potential.

Everything we do brings together the best of renowned methodologies, approaches and models, with inventive, engaging and immersive activities, with an emphasis on personal growth and application back in the workplace.



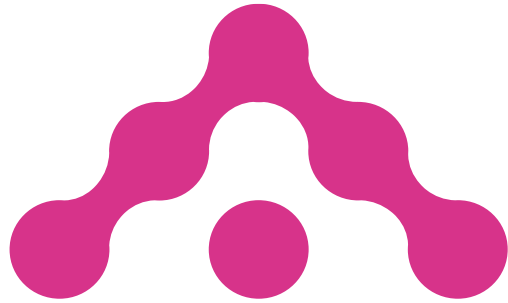
Business Consultancy

*Inventive Programme Design
Rapid Content Development
Engaging Facilitation
Psychology-based Profiling
KPIs / ROI / Evaluation
Techniques*



Applied Creativity

*Red Thread Development
Creative Session Design
Digital Reinforcement
Impactful Brand Design
Film / Audio / Animation*



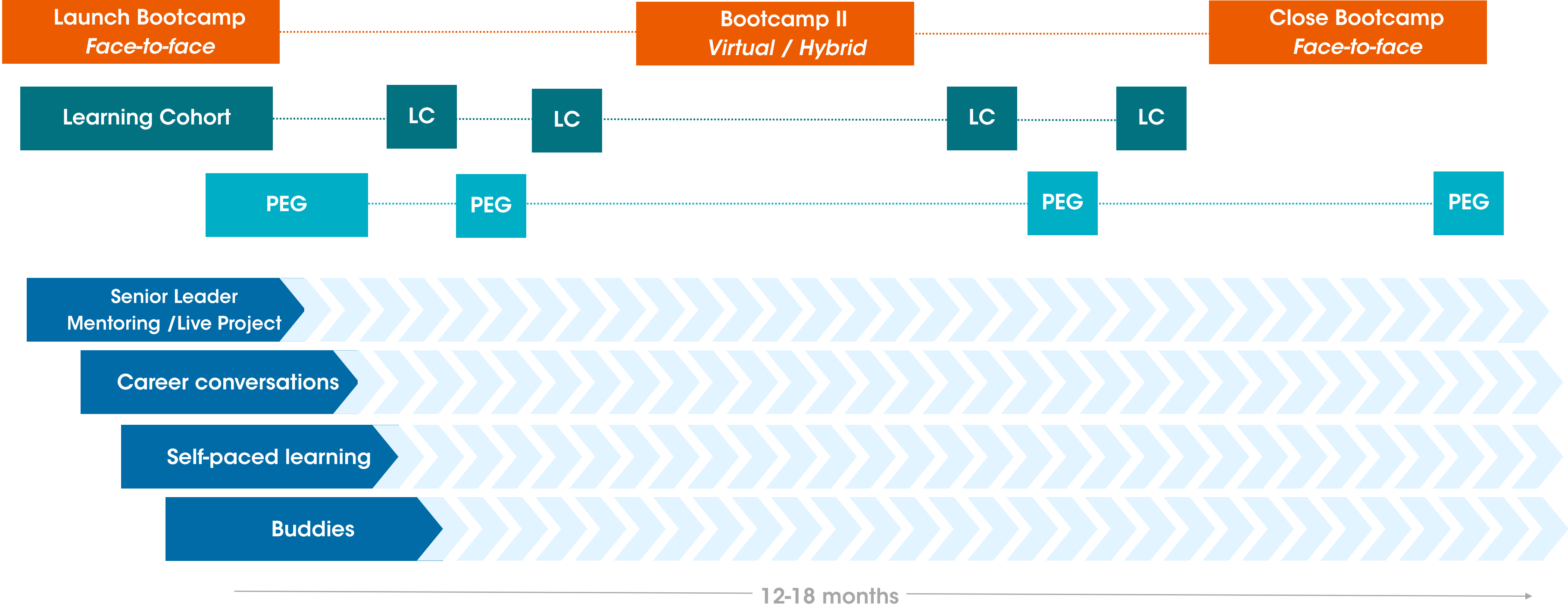
Seamless Execution

*Rigorous Programme
Management
Agile Working & Governance
Purposeful Reporting
Environment Design
Virtual and Physical Production*



Overview:
programme and content

Indicative Programme overview



Programme Overview: explained

What is a Learning Cohort?

- A Learning Cohort is the whole group of Leaders (can even be mixed cohorts)
- They attend a series virtual learning modules together
- 4-8 x mini learning modules aimed at either covering industry insight or technical learning
- These tend to be virtual and run by Fusion or Client Talent Team

What's a PEG?

- PEGS are Peer Experimentation Groups, which are created at Launch (First) Bootcamp
- They continue as stable, safe spaces for development, reflection and feedback.
- PEGs will have ongoing group coaching session, facilitated by Fusion
- This group will be used as an outlet to develop trust, connection and teaming skills

How might Team Leader and Senior Leader Mentoring look?

- Team Leaders are briefed in how to support and encourage Leaders, before and after each Bootcamp, assisting in learning application and overall ambition
- We might also create Strategic Execution Groups (SEGs) where a group focuses on a live strategic project/challenge, mentored by a Senior Leader

Self-paced Learning

- This is where Leaders can tailor and deepen their learning to their own needs and preferences, with support from Fusion in providing guidance and learning collateral

Career conversations

- We see this as the remit of local HRBPs/Talent Team or equivalent, to have meaningful conversations in support of Leaders' overall plans and ambitions

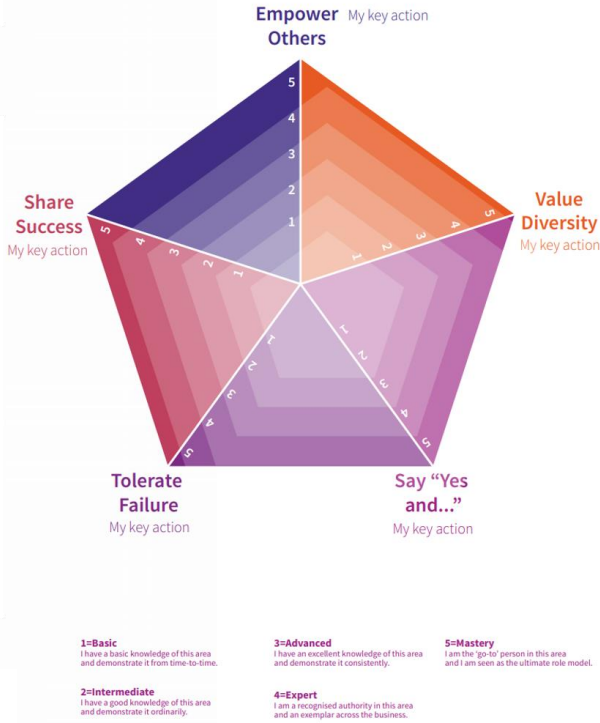
What about Buddies?

- These are 1:1 relationships, which are developed during Launch Bootcamp and continue beyond as an informal, but important support-based, relationship



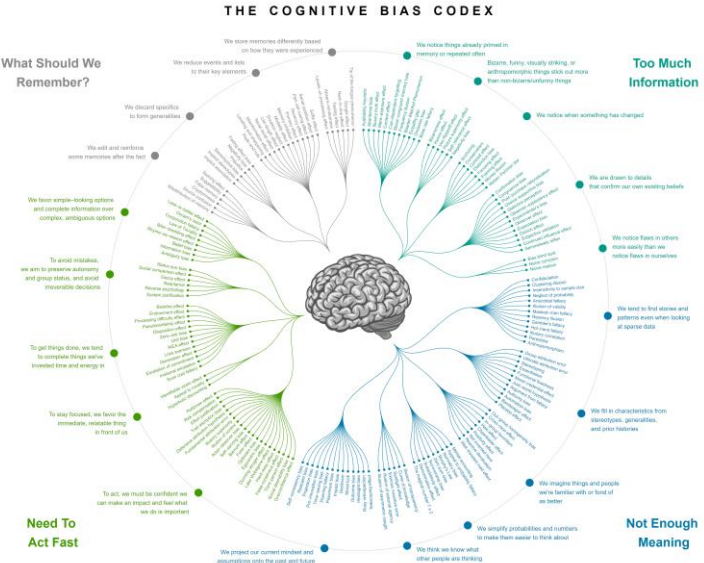
Content: it's your choice

We work with our clients in a way that suits them, whether leveraging their own content/models, sharing ours, or co-creating together



Personal Effectiveness (Fundamentals)	Data-based Feedback	Managing with impact	Personal Effectiveness (Advanced)	Deepening people relationships	Personal Brand Development
Decision-making	Communicating with impact	Developing Resilience	Handling Conflict

Impactful Storytelling	Enhanced Creativity	The Science of Change
Creating High Performing Teams	Accelerating Innovation	Improved Emotional Intelligence



C²O² mindset

Compulsive questioning	Optimistic open-mindedness
Childlike passion	Obsessive curiosity

Internal and External Speakers

Internal speakers: options and approaches

The inclusion of Senior Leaders in Bootcamps can add gravitas to the programme, build connection with senior leaders and get a view from 'the top'.

There are a range of approaches that we have employed to good effect, depending on the objectives of the session.

Recent examples includes:

'The Great Debate'

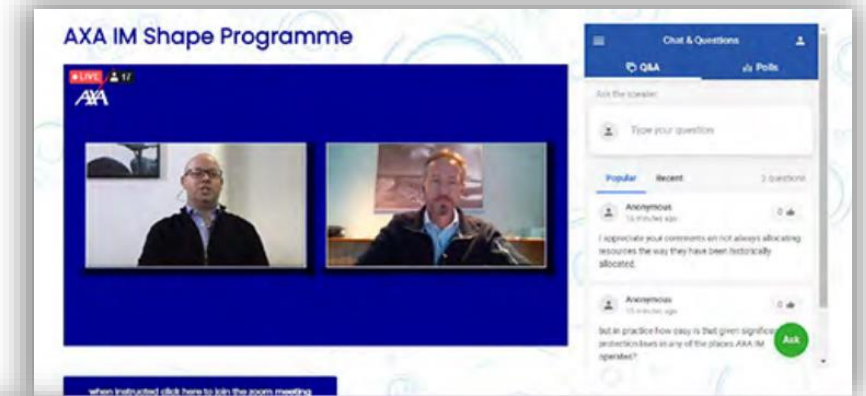
- A number of senior leaders get involved in debating a hot topic

'Leaders Unplugged'

- A more informal and laidback approach with leaders speaking 'off the cuff' and sharing more personal insights

'In the hot seat'

- A host-led questioning of senior leaders, challenging them to a range of strategic and leadership areas.



External speakers: options and approaches

A fresh and intriguing perspective can be added to the bootcamps with the inclusion of External Speakers.

As ever, the choice of the speaker and the mechanics will depend on the purpose of the session.

Recently we have used:

- A **Illusionist** to show the power of the mind and the need for a 'Plan B' when things don't go according to plan
- A paralympic **motivational speaker** to share their experience and bring about learning in the area of Courage and Resilience
- A panel of '**disrupters**' to show how challenging the system and not giving in to the 'norm' can reap rewards



Pre-and post activities

Pre- and post activities

The key to any Bootcamp is to ensure we use the participants' time to the greatest effect. Therefore, we design pre- and post event activities to intrigue, inform, enthrall and engage with on-site content, through the use of digital media and physical deliveries.

Equally, application back in the workplace via digital and analogue workbooks / action plans that often engage Line Managers for greater sustainability.

Examples include:

Global Hello!

- Global meet up for a new cohort to meet each other and share experiences

Come Dine With me

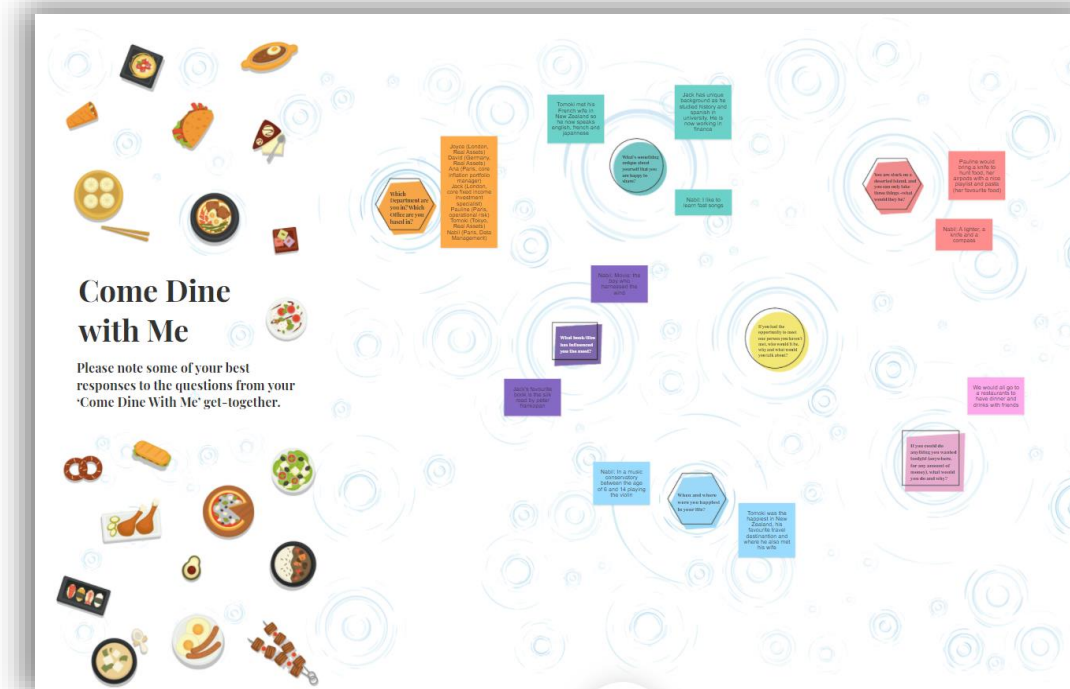
- Small group intimate setting with breakfast, Lunch or Dinner! to bond on a more personal level

Box Clever

- An intriguing box for of thought-provoking props with QR codes attached that were revealed during the virtual event

Walk This Way...

- Instructions to challenge participants to join the programme after an experiential start to the day to change their thinking patterns



Pre-work: Profiling tools

Profiling Tools



The use of profiling tools is a proven and effective method to enhance EQ, personal impact and more...

There are many similarities between the tools on the market, most of which are based heavily on Jungian psychology.

We are able to use whichever is of interest to you, with our facilitators being accredited in (almost) all major profiling tools.



Case Studies

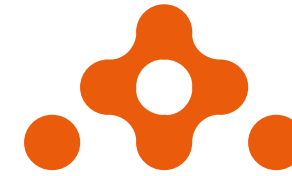
HiPo Global Development Programme: the Fusion difference



Business Consultancy

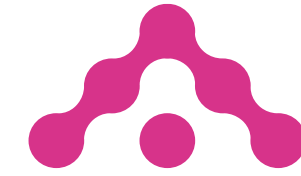
*2-year
development
programme for a
Global cohort*

- Focussed discovery, followed by innovative and rapid design of content
- Range of learning tools; psychology-based profiling diagnostic and cutting-edge models plus old-school thinking



Applied Creativity

- Inventive design to stimulate, challenge and engage
- Thoughtful workshop flow, interspersing small group activities, external speakers, immersive sessions and reflection time.



Seamless Execution

- Global client-project team working virtually and side-by-side throughout
- Just-in-time, as required, project team



Releasing People Potential - 2-year, strategic perspective



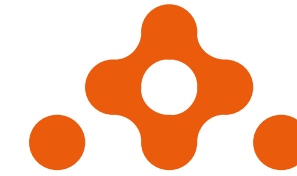
HiPo Innovation Experience: the Fusion difference



Business Consultancy

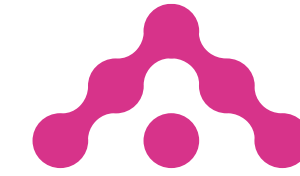
An experiential Innovation workshop, infused with intellectual rigour and downright fun application exercises

- Discovery pre-calls to focus design on business-critical issues
- Sharing Innovation models:
- C2O2 Mindset
- Dimensions of Innovation
- 5i Innovation Approach
- Leading Others



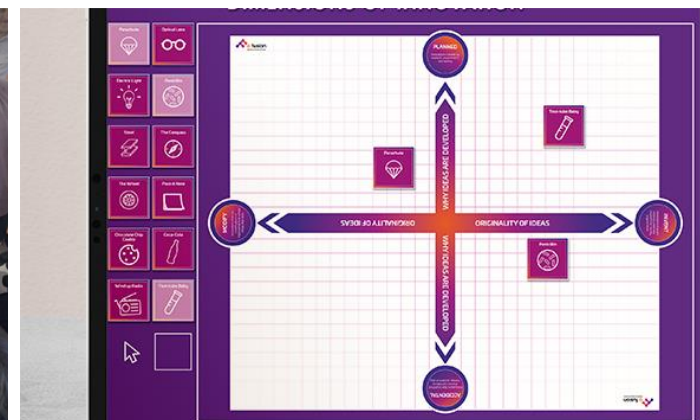
Applied Creativity

- A giant floor-mat, a QR code treasure hunt, and a lesson from a freestyle rapper helped explore mindset and process
- Later focus on workplace application and development of innovation proposals ready for Board approval



Seamless Execution

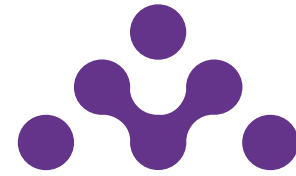
- Co-design and development in synch with the client, who co-facilitated elements of workshop
- Post-event comms enabled heightened impact of the experience on the business



Releasing People Potential – a just-right balance of theory and workplace application



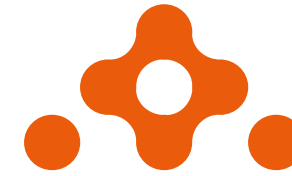
Leadership Off-site: the Fusion difference



Business Consultancy

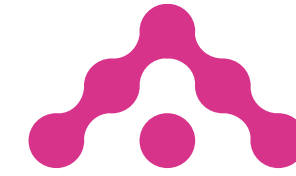
A Leadership Off-site with a difference...an empowered and motivated team

- An event underpinned by the new strategy, and which would shape personal development plans.
- A fresh structure and a new leader in situ was a key part of the design



Applied Creativity

- A focussed workshop to explore and agree on strategic imperatives
- Real-life mannequins brought to life leadership behaviours required to drive the business forward



Seamless Execution

- An agreed set of outcomes, along with key messages and a 'red thread' were agreed upfront to ensure the client's needs were met.
- 'Fast-tracked' design using on-line collaboration tools



Releasing People Potential - session outcomes shape personal development plans

