



*Maximising Leadership,
Management and
Team Effectiveness.*

www.SummitTraining.co.uk

Our Goal

To deliver exceptional quality
HR development solutions
that enable clients to realise
their full potential.

ABOUT SUMMIT

Our History

Founded in 1999 by Scott Watson, Summit has become the trusted HR development partner for many private and public organisations in the UK and around the world. Over the years we have partnered many companies in providing a fresh approach to their organisational development, people development and team effectiveness.

With extensive multi-sector experience, Summit delivers client outcomes which include:

- **Leadership and Management development**
- **Quality improvement**
- **Corporate change programmes**
- **Employee Engagement Development**
- **Developing an Emotionally Intelligent Workplace**

During the past decade, more than 10,000 people have experienced our unique approach to HR development, as well as benefiting from our enviable 100% client satisfaction record.

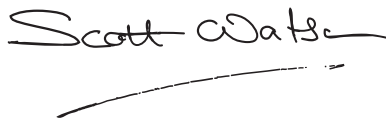
We're simply not aware of any other HR consultancy that has developed such a systematic, practical and results-focused method of maximising organisational effectiveness. As you read the testimonials within these pages, you'll see that our trusting clients fully agree.

Our commitment to you

Summit will focus on delivering business beneficial outcomes for YOU, rather than just 'training' or 'consultancy'. And, unlike many other HR consultancies, we will endeavour to support you to achieve a measurable result that positively impacts your organisational effectiveness.

If you want to appoint a trustworthy, credible partner with an unrivalled track record of creating sustainable improvements for clients, please call our specialist team who will be delighted to help you.

Our team of experts is on hand to answer your call or respond to your e-mail, so please do get in touch straight away.



Scott Watson
Founder



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WHAT YOU CAN EXPECT

"My own, very high expectations of Summit have been exceeded and the outcomes achieved by the project team have been outstanding. The financial results achieved are very impressive and I recommend Summit to executives wanting to achieve outstanding results with a HR and Training company that is honest, ethical and willing to commit to achieving real business results."

 **Santander** **Operations Director, Retail Direct Sales**
Santander

- ✓ A highly-qualified, expert team, focused on delivering the results you want as swiftly and cost-effectively as possible.
- ✓ Bespoke, results-focused learning & development programmes and value-adding HR consultancy solutions.
- ✓ A trusted, results-focused partner that aims to add significant and lasting value to your organisation.
- ✓ Exclusive, unlimited access to our online video and audio coaching academy for programme participants, for a full 12-months following completion of your project.
- ✓ A strong focus on achieving specific outcomes and business results - not merely tasks or deliverables.
- ✓ A supportive, pragmatic partner that actively seeks opportunities to transfer our skills, expertise and knowledge to your in-house team.
- ✓ A commitment to generating a genuine return on your investment in time, your budget and your trust in us.
- ✓ A dedicated project leader (a senior member of our team) throughout the term of your project.
- ✓ A partner who continuously asks you "How can we maximise the results?"

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"Summit passed on tools and techniques to develop managers to achieve sustained positive change."

YOUR EXPERT TEAM



Scott Watson - Founder and Managing Director, Author and Expert Media Commentator

Scott Watson's professional career has been devoted to studying how to develop outstanding quality leaders, managers and teams. His 15-years of study and inquisitive mind have resulted in him developing, refining and continuously updating a suite of highly effective leadership & management training and coaching interventions.

The overwhelming success that clients have achieved following their training and coaching with Scott have led to him becoming a highly sought after, international executive coach, advisor and board-level facilitator.

He has a special interest in developing emotionally intelligent leaders and managers, and much of his work is focused on educating executives and managers on how to maximise both their personal and their team's emotional intelligence, to enhance organisational effectiveness.

Author of the book 'Win Every Time - Essential lessons for existing and emerging leaders', Scott presents to audiences worldwide on how to maximise organisational effectiveness, as well as being a sought after guest lecturer at a number of UK universities.



Dirk Bansch (Director of Learning and Development)

With over a decade of hands-on experience in helping organisations maximise their people performance, Dirk has led projects throughout the UK, Europe and The Arabian Gulf region.

He is a Certified Trainer of Neuro Linguistic Programming (NLP) and has presented his ideas and strategies at national conference level.

Dirk's facilitation style is relaxed, focused and fun though he does have a reputation for encouraging participants to go beyond their own perceived limitations in a challenging yet supportive manner.

Dirk has a special interest in developing and applying advanced communication patterns to transform people performance. He leads our 'breakthrough coaching days' with clients such as BP Oil International and GlaxoSmithKline amongst others.

His efforts have produced dramatic, rapid and lasting results for clients – helping managers, customer service and sales teams break old habits, improve self-confidence, maximise their personal impact and deal with sensitive relationship matters in a more productive manner.

Dirk is a visiting lecturer at the ESCEM Business School at the University of Poitiers, France.

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HUMAN RESOURCES CONSULTANCY

Most organisational challenges centre around **PEOPLE** matters.

To operate optimally, an organisation needs to have a structured approach to Human Resources Development in place. And that's where we can help you.

Summit provides an extensive range of HR Consultancy solutions which will enable your organisation to integrate the 'must have' HR processes and systems that can maximise your organisational effectiveness.

Our expert team is highly experienced in designing and delivering major HR development projects in a diverse range of organisations around the world. Solutions include:

- ***HR Strategy Development***
- ***Recruitment and Selection***
- ***Change Management***
- ***Employee Engagement Development***
- ***Employee Surveys***
- ***Organisational Development***
- ***Succession Planning***
- ***Emotional Intelligence Development***
- ***Development Centres***
- ***Psychometric Assessments***



So, why choose Summit to provide HR Consultancy support?

Because we will:

- ***Focus our experience, skills and energy on YOU***
- ***Maximise the return on your investment and confirm your trust in us***
- ***Allocate acknowledged experts with extensive experience to your project***
- ***Openly share and transfer our knowledge, expertise and skills to your in-house team***

Our organisational development skills will help you unlock the vast potential in your organisation.

Why not contact us today to explore how your organisation can benefit from our input?

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"Summit developed the trust of staff across all levels."

LEADERSHIP DEVELOPMENT

Leaders today are facing increased pressure to deliver even more value for eager investors, enhance profitability, reduce costs and, of course, develop themselves in the process. Now, more than ever before, corporate leaders are placed under the spotlight with global media reports focusing on the quality and integrity of corporate leadership.

Senior leaders can often be forgotten where personal development is concerned. After all, they must be 'effective' because they are, after all, leaders.



The most effective leaders partner their undoubted technical skills with a unique ability to inspire colleagues to perform at, or very near their best consistently.

Our bespoke leadership development programmes are intellectually demanding, highly interactive and relevant to the many challenges your leaders face. They are designed to equip existing and emerging leaders with a comprehensive toolbox of skills, techniques and competencies that will allow them to lead themselves and their personnel at a higher level.

When your leaders participate in one of our programmes, they will quickly understand and believe in the extraordinary potential they have to become a truly outstanding leader within your organisation.

Packed with a vast array of insights, techniques, opportunities for self-review, as well as a series of challenging team activities designed to draw out precise learning opportunities, our programmes give your leaders everything they need to know to become an incredibly effective and inspiring leader.

Summit solutions include:

- **1-2-1 Executive Coaching**
- **High Performance Leadership**
- **Trust or Bust**
- **Leading During Turbulent Times**
- **Executive Team Development**
- **The Emerging Leader Programme**
- **The Emotionally Intelligent Leader Programme**
- **Employee Engagement Development**

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MANAGEMENT DEVELOPMENT

The role of a manager is constantly developing. And, the ability of a manager to achieve organisational objectives through others has never been more critical. While many of the old people management models may result in a brief surge in productivity, they don't add any long-term value to an organisation.

Today's effective managers partner technical competence with an astute ability to create a positive mood and a sense of shared purpose within their teams. They possess a unique ability to create an environment where employees actually want to perform at their best.

The effective manager serves as an enabler for their team. But this doesn't just happen by accident. These managers are able to develop high-trust relationships, collaborate across teams, prioritise effectively and take more of a coaching role which balances both their people and task requirements. But, just as importantly, they are able to manage both themselves and other people effectively.



Summit solutions include:

- ***Developing Emotionally Intelligent Managers***
- ***Identifying High-Potential Managers***
- ***Developing High-Performance Teams***
- ***Building Trust and Credibility***
- ***Motivational Management Skills***
- ***Leading Change Effectively***
- ***Coaching Skills Development***
- ***Proactive Performance Management***

Our bespoke management development programmes provide a complete solution for managers with many years' experience, as well as those who may be new to a management role.

With our intellectually challenging and pragmatic programmes, your managers will immerse themselves in a unique learning experience that will allow them to add significantly more value to your organisation.

Each programme provides a powerful and intensive development opportunity that will inspire your managers to maximise their effectiveness in their current role and, where appropriate, prepare them for their next role within your organisation.

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All training programme participants have exclusive free access to our online coaching academy which includes:

- Remote video coaching
- Free educational downloads
- Expert Q&A sessions
- Articles and much more.



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TEAM DEVELOPMENT

The only thing more difficult than operating in teams - is operating without them! And like any high-calibre investment, teams need nurturing and developing to reap sustained returns for your organisation.

Summit helps your teams maintain 'the edge' by helping them to sharpen theirs - Increasing productivity, raising morale, engagement and nurturing innovation, while enhancing quality and reducing costs.

Our bespoke range of Team Development programmes is designed to create a collective shift in thinking, a shift in self-awareness and, of course, a significant shift in team effectiveness.

Whether you want to prepare a new team for a challenging project, improve inter-departmental collaboration, reward your teams for an outstanding effort or generate practical solutions to pressing business challenges, Summit can design and facilitate a hands-on, 'brains-on' team development programme for you. A team development event you'll remember for all the right reasons!

Like the individuals that form a team, each group has its own character. That's why we take time to ensure that the team building programme we deliver is designed just for you.

Typical objectives include:

- ***Preparing new managers for their first team management role***
- ***Quality improvement (Right-First-Time, On-Time, Every-Time)***
- ***Enhancing Employee Engagement***
- ***Improving cross-team collaboration***
- ***Developing a common team purpose***
- ***Enhancing mutual trust and transparency***
- ***Developing emotionally intelligent teams***



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"The team genuinely enjoyed the training programme."

CLIENT TESTIMONIALS

Your guarantee of first class expert support

"The feedback from programme participants has been overwhelmingly positive, and to date, nearly 100 managers have undertaken the programme."



**Human Resources Director
University for Industry**

"Our employees and customers have seen the positive benefits of the training."



**European HR Leader
GE Employee & Financial Services**

"Summit compiled a programme which was very relevant to our needs here in Bahrain. The team genuinely enjoyed the training programme and found the delivery of material very down to earth, practical and engaging."



**General Manager
The Diplomat Radisson SAS Hotel,
Residence & Spa**

"Summit passed on tools to develop managers to achieve sustained positive change."



**Head of Customer Relations,
Recruitment and Training
Orange (France Telecom)**

"The programme was very successful and many of the hints and tips learned are still being used by our employees as they aim to improve the way they work together."



**Head of Human Resources
Denplan (an Axa Group company)**

"The facilitation of the management development programme was superb."



**Area Human Resources Manager,
DHL Express**

"Summit developed the trust of staff across all levels of the organisation, and they were very successful in doing this against the backdrop of an organisation experiencing dramatic change."



**Commercial Director
Great Rail Journeys Limited**

"We have always found Summit a trustworthy and quality driven organisation, whilst at the same time being consultative and offering good value for money."



**Managing Director
Rosemont Pharmaceuticals Limited**

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For non UK enquiries: Please email us at **Info@SummitTraining.co.uk** and we'll call you back within 24 hours.

If you wish to contact our Founder directly, please email **Scott@SummitTraining.co.uk**

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Regional offices are based around the UK and The Arabian Gulf region.