



Q U O L U X<sup>®</sup>

**DEVELOPING HIGH PERFORMANCE LEADERSHIP**

#InspireBelief

# DEVELOPING YOU, YOUR TEAM AND YOUR ORGANISATION

Great news! Leadership and management skills can be learnt, they're not down to chance.

At QuoLux™, we support leaders and managers, like you, to discover and fulfil your leadership potential, develop your teams and improve your business in the process. We make it our mission to help you to **become the best that you can be** so that you **#InspireBelief** within yourself and within others.

Effective leadership is about increasing your self-belief, your confidence, to positively act and say, "Yes, I can". It's about supporting you to inspire belief in your team, providing them with a sense of purpose allowing them to go further than they thought possible, giving them their voice to say, "Yes, we can".

That way, you can truly state:  
"Together Everyone Achieves More".



# HOW WE CAN HELP YOU, YOUR TEAMS AND DEVELOP YOUR BUSINESS

Your problems can seem unique. Experience tells us otherwise. We consistently find the same challenges occurring across organisations in different sectors. Customers, competition, cash, employees and the environment are key factors facing every company, and leaders have to take a considered approach to address these elements and make the right decisions to lead and manage effectively.

We can work with you and your people in-person, online or in a hybrid mixture of both.

Our in-person and online leadership and management programs bring owners, directors and managers together into trusted peer groups with others from different sectors. Learning together with like-minded colleagues is powerful – it is something our clients tell us they value most.



Senior leaders start with **LEAD™** (10 month program) and can then go on to do **GOLD™** (12 month program) and then **GAIN™** (6 month program).



Business and Leadership Development



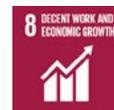
Strategic Business Planning, Implementation & Board Performance



Leading Innovation, Continuous Improvement and developing Sustainable Competitive Advantage

Our programs are practical with models, tools and techniques that can be applied immediately. For those who want to, they can have their learning accredited to achieve an MBA (Leading Business) by our partner, the University of Gloucestershire.

We encourage leaders to consider how their organisations can positively impact all stakeholders, the wider community and the planet. We call that Good Dividends – a value we hold dear and a business model that is integrated into all our programs.



GOODIDENDS

UNIVERSITY OF GLOUCESTERSHIRE

# LEARNING WITH LEAD™ DEVELOPS YOU, YOUR SENIOR TEAM AND YOUR BUSINESS

Our promise is to support you to think, reflect and act on:

- where you, your teams and business are now
- where you want to go to (your purpose and vision)
- developing the plans to help you get there
- all while taking your people with you.

Independent research confirms that learning with LEAD™ demonstrably develops you as a leader and the prosperity of your business:



**100%** of alumni now say they are **better leaders**

**100%** of alumni are **more effective** and **more confident**

**97%** believe their **business has grown** or will grow as a result of LEAD™

**100%** believe that the **cost of LEAD™ is justified**



## OPPORTUNITIES FOR YOUR TEAM

More and more senior leaders also consider developing their senior leadership team and enrol their senior colleagues onto LEAD™, bringing shared understanding, language and skills for leading change across their businesses.

**“ ALL OF MY DIRECTORS HAVE BEEN ON LEAD™ OR WILL BE GOING ON LEAD™, WHICH ENSURES A COMMON LANGUAGE, UNITY OF A SENIOR LEADERSHIP TEAM AND PROVIDES SUCCESSION AS WELL AS PROMOTION OPPORTUNITIES.**

Chris Creed, CEO / Creed Foodservice



Seeding leadership skills throughout the organisation is essential for an engaged workforce equipped to deliver sustainable competitive advantage, which is why we developed **LEADlight**.

The six-month program has been designed to help middle and junior managers to develop their skills and improve their performance. A key element for participants is completing a work-based project on the 'Quick Wins' of leadership styles and behaviours, communication and recognition.

**“ I HAVE TAKEN SO MUCH AWAY FROM LEADLIGHT AND REALLY APPRECIATED BEING ABLE TO TALK TO PEOPLE FROM OTHER COMPANIES.**

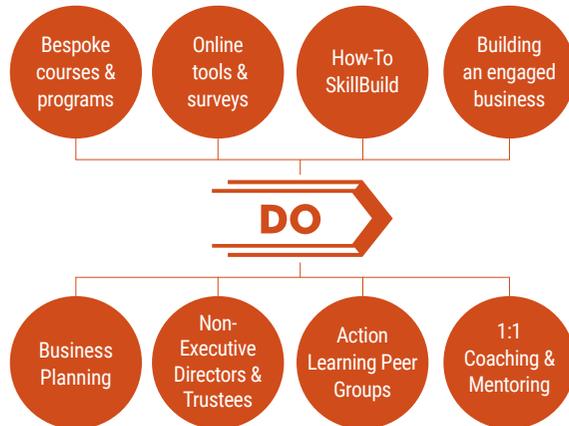
Beth Grail / Grail Engineering



## DEVELOPING YOUR ORGANISATION (DO) – A BESPOKE SERVICE FOR YOU



Here, we provide a bespoke service to you and your leadership teams that supports you in improving the performance of your organisation and individuals / teams within it. This can be in-person, online or a hybrid mix of the two. We specialise in developing business plans and employee engagement, and provide coaching, mentoring and Non-Executive Director services. We support senior management teams to create a consistent leadership style and implement values across an organisation.



The development of online learning has opened up a world of opportunities for everyone. The QuoLux™ Online Leadership & Management Centre offers a range of **courses** that can be accessed singly or bundled together, as well as **programs** and a **subscription service** to our extensive e-learning library of **How-To** guides, digital tools and surveys.

**In-house bespoke courses** can be created from a selection of the online courses, bundled together which then can be supplemented by online or in-person facilitation and coaching to make sense of the learning and support leaders and managers to implement that learning to make a difference in the workplace.

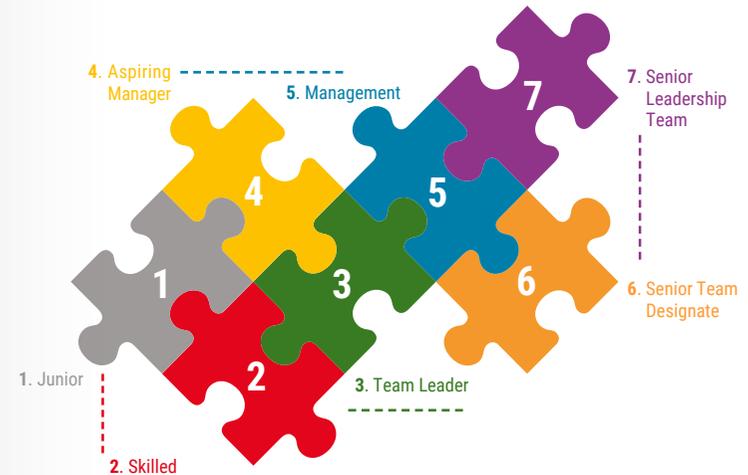


## HOW-TO ... SKILLBUILD WITH SKILL STEPS – RESOURCES AVAILABLE ANYTIME FOR EVERYONE

**How-To** is our extensive e-learning library available on the QuoLux™ Online Leadership & Management Centre available anytime to everyone in your organisation through a subscription model.

How-To is a truly versatile way to build an engaged organisation where leaders, managers and colleagues can access digital tools, techniques and step-by-step guides whenever they need. How-To supports individuals to do the right things at the right time by applying their know-how and learning in the workplace when it is needed most – in the moment when they are performing their role.

The How-To subscription service is available within the **SkillBuild** framework for all areas of an organisation. There are **7 Skill Levels** in the SkillBuild framework ranging from a junior / apprentice through skilled worker to team leader, manager and ultimately to the senior leadership team. We can help you to create a SkillBuild framework, **Skill Matrices** and **Skill Steps** for all Skill Levels within your organisation to encourage all employees to improve their performance on a task and to cover absence, develop multi-skilling and succession planning.



A range of How-To digital tools are also available covering: employee surveys, understanding leadership styles, learning styles, team interactions, Making A Difference (MAD) ideas management system that drives continuous improvement, realising value from relevant United Nations Sustainable Development Goals (SDGs), measuring Good Dividends, and more, all of which provide insights for personal, professional and organisational development.



“ LEAD™ GAVE ME THE TOOLS TO CHANGE ME AND MY BUSINESS.

George Workman, MD / Cotteswold Dairy

“ ALL OF MY BOARD AND EXECUTIVE DIRECTORS HAVE BEEN ON LEAD™.

Chris Creed, CEO / Creed Foodservice



DEVELOPING YOU

DEVELOPING YOUR TEAMS

DEVELOPING YOUR ORGANISATION

DOING GOOD IN YOUR COMMUNITY

MDs, DIRECTORS, SENIOR MANAGERS

FIRST LINE & MIDDLE MANAGERS

ENTRY POINT #1

LEAD

**BECOME A BETTER LEADER & IMPROVE YOUR BUSINESS PERFORMANCE BY BENEFITTING FROM:**

- ▶ MASTERCLASSES ON BUSINESS & LEADERSHIP DEVELOPMENT
- ▶ 1:1 & PEER COACHING
- ▶ SHADOWING OTHER BUSINESSPEOPLE
- ▶ CONSULTANCY PROJECTS
- ▶ LEARNING FROM OTHERS

ENTRY POINT #2

LEADlight

**HELP MIDDLE MANAGERS TO DEVELOP THEIR SKILLS & IMPROVE THEIR PERFORMANCE**

- ▶ 6-MONTH ACTION PLANNING CHALLENGE
- ▶ SHARE THE LANGUAGE OF LEAD™
- ▶ TOOLS FOR EFFECTIVELY LEADING PEOPLE
- ▶ WORKSHOPS AND ACTION LEARNING SETS

ENTRY POINT #3

DO

**HOW QUOLUX™ CAN HELP YOU TO MEET YOUR OWN ORGANISATIONAL DEVELOPMENT GOALS**

- ▶ COMPANY-WIDE ACCESS TO HOW-TO RESOURCES
- ▶ ONE-TO-ONE COACHING
- ▶ DEVELOP BUSINESS PLANNING AMONG YOUR TEAM
- ▶ IMPLEMENT EMPLOYEE ENGAGEMENT
- ▶ NON-EXECUTIVE DIRECTOR AND TRUSTEES SERVICES

IN-PERSON / ONLINE / HYBRID

ENTRY POINT #5

GOOD DIVIDENDS

**#INSPIRECHANGE MAKING THE WORLD A BETTER PLACE**

- ▶ DEVELOP PURPOSE-LED LEADERSHIP
- ▶ DELIVER SOCIAL IMPACT
- ▶ INTEGRATE THE RELEVANT UN SDGS IN THE BUSINESS
- ▶ ENGAGE YOUR PEOPLE & ENHANCE COMMUNITY ACTIVITIES
- ▶ BECOME MORE PROFITABLE
- ▶ ESTABLISH THE GOOD DIVIDENDS BUSINESS MODEL

CERTIFICATE

“ THE LEAD™ EXPERIENCE IS LIFE-CHANGING AND YOU MEET SOME GREAT PEOPLE / FRIENDS FOR LIFE!

Zac Cosgrove, MD / Cosgrove & Drew Engineering

“ I CAN'T RECOMMEND THE LEADLIGHT PROGRAM HIGHLY ENOUGH TO ANY ASPIRING LEADER.

Annabell Crabtree, BD Manager / Premiere Healthcare

“ I NOW KNOW WHERE TO MAKE CHANGES WHERE PREVIOUSLY I HADN'T RECOGNISED I COULD OR NEEDED TO.

Emma Prowse, Area Manager / Saracen Care

“ A GOOD DIVIDENDS APPROACH IS ENHANCING OUR REPUTATION AND BRAND.

Luke Freeman, Joint-CEO / MF Freeman

DIPLOMA

GOLD

**PRACTISE YOUR STRATEGIC LEADERSHIP WITH LIVE BUSINESS ISSUES IN OUR QUASI-BOARDROOM**

- ▶ DEVELOP YOUR MISSION, PURPOSE, VISION & ACTION PLAN
- ▶ PROGRESS YOUR BUSINESS PLAN
- ▶ APPLY FINANCIAL PLANNING TOOLS
- ▶ BENEFIT FROM WORKSHOPS ON STRATEGIC IMPLEMENTATION

GAIN

**EXPLORE WAYS OF INNOVATING TO CREATE SUSTAINABLE COMPETITIVE ADVANTAGE**

- ▶ LEADERSHIP OF INNOVATION
- ▶ MASTERCLASSES & PLANNING2WIN
- ▶ INSPIRE CHANGE THROUGH GOOD DIVIDENDS

SkillBuild

SKILL LEVELS • SKILL STEPS

ENTRY POINT #4

How-To

Q+

**ENJOY THE BENEFITS OF OUR CONTINUED SUPPORT**

- ▶ MEETINGS IN PEERS' BUSINESSES
- ▶ NEW WEBINARS / WORKSHOPS
- ▶ REFRESHERS & UPDATES
- ▶ ONLINE RESOURCES IN ONE PLACE

“ I HAVE ADDRESSED MY BUSINESS PLAN, PREPARED A FINANCIAL PLAN, SEGMENTED MY MARKET & REFLECTED A LOT ON CHANGE MANAGEMENT.

Nicola Bird, MD / AccXel

“ GAIN™ IS THE MOST OPTIMISTIC & EXCITING EXPERIENCE.

Sarah Bryars, CEO / Target

“ THE CONTINUED SUPPORT IS INCREDIBLY BENEFICIAL, PROVIDING ME WITH REGULAR CONTACT WITH OTHERS WHO FACE THE SAME BUSINESS CHALLENGES WE ALL DO.

Pete Miles, MD / Forge Motorsports

MBA

“ IT WAS MY GOAL TO HAVE AN MBA. THE PRACTICAL APPROACH FROM LEAD™ – GOLD™ – GAIN™ AND THE IMMEDIATE APPLIED LEARNING FROM THOSE WAS MOST APPROPRIATE TO ME AND MY BUSINESS.

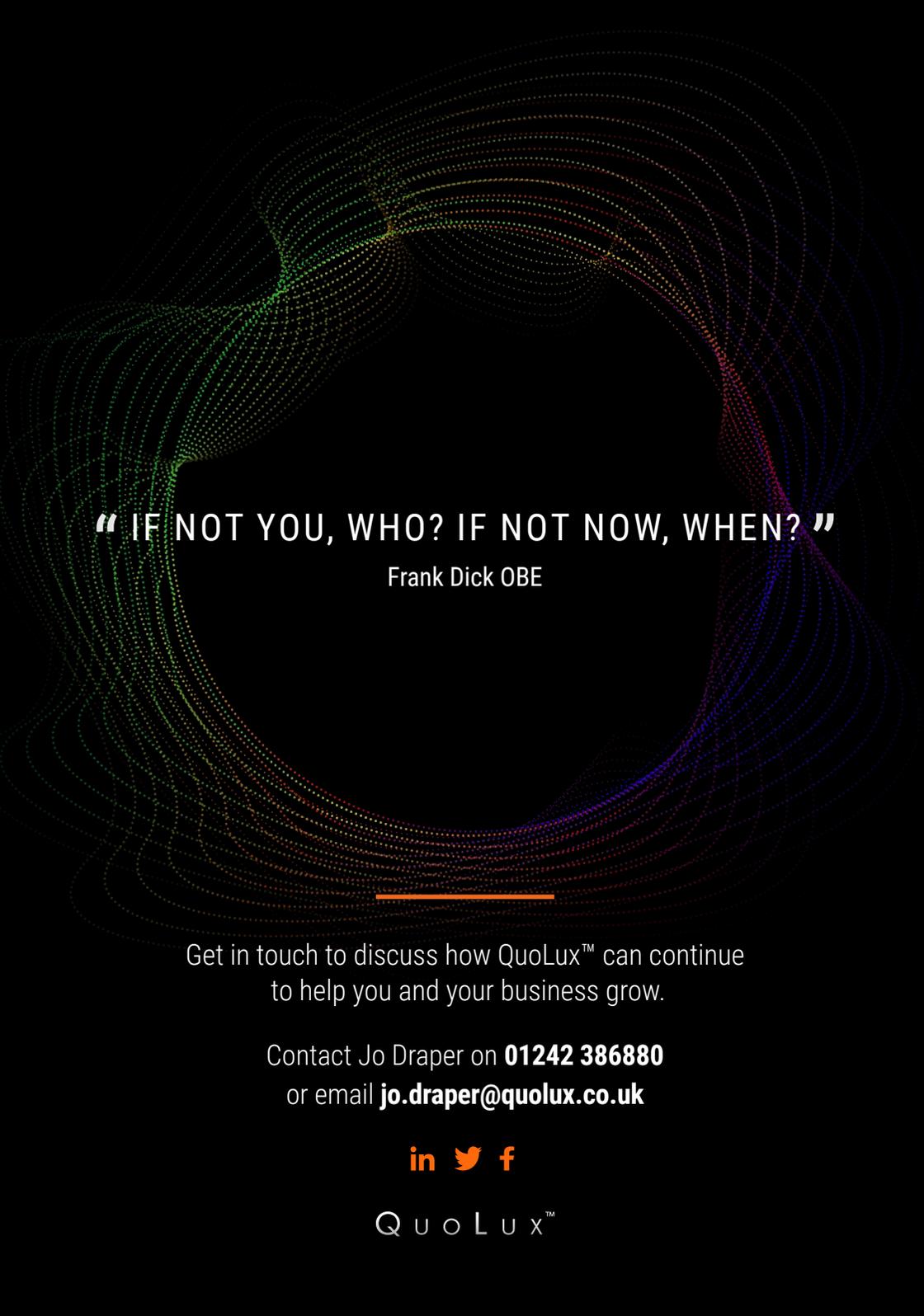
Dan Hodgson, Chief Commercial Officer / Prima Dental

## WHAT NEXT?

WHATEVER YOUR NEEDS, THERE'S PLENTY OF SUPPORT AVAILABLE. CHOOSE ONE OF THE FOLLOWING 5 ENTRY POINTS:

Develop yourself and your senior leadership team by enrolling on LEAD™ (#1), your first line / middle managers on LEADlight (#2), engage us to work with your people at all levels (#3) in-person, online or through micro learning and our subscription models (#4) or embracing Good Dividends (#5).

▶ Get in touch to discuss how QuoLux™ can help you and your business grow.  
jo.draper@quolux.co.uk | 01242 386880 | www.quolux.com | www.gooddividends.com



“ IF NOT YOU, WHO? IF NOT NOW, WHEN? ”

Frank Dick OBE

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Get in touch to discuss how QuoLux™ can continue  
to help you and your business grow.

Contact Jo Draper on **01242 386880**  
or email [jo.draper@quolux.co.uk](mailto:jo.draper@quolux.co.uk)



Q U O L U X™