

BLACKMORE FOUR

Outstanding Business Performance.
Powered by People.

Presentation by Matthew Emerson, Founder & MD

A sound investment for any
business





Where should your business invest?

- New markets?
 - New products?
 - New services?
 - New tech?
 - New training courses?
- 



What
are you trying
to achieve?

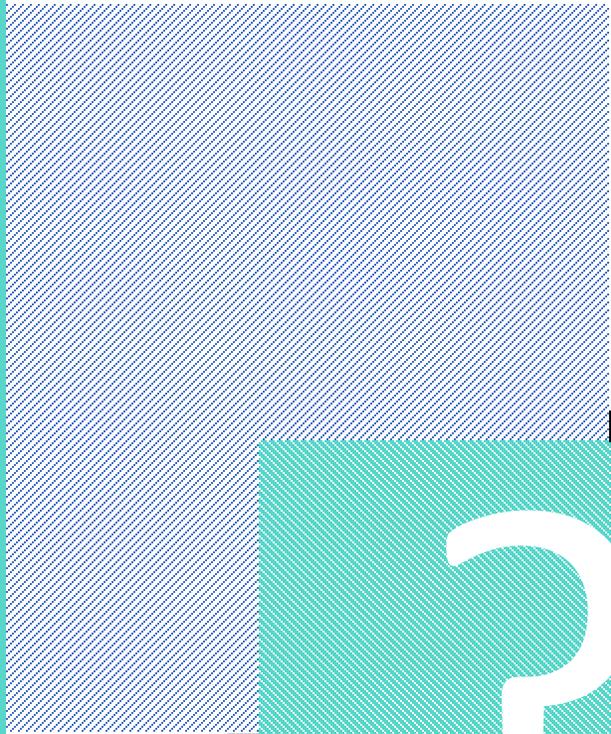
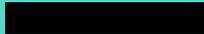
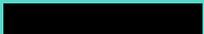




Leadership

Management

Are they the same?



How do you identify
what training or
development is
needed?



Guess work isn't effective



Leadership Needs Analysis (LNA)

‘A critical component’



LNA

4

Step guide

Start with a framework

Base analysis on an understanding
of what you are trying to achieve

Invite input from all stakeholders
– do not assume

Be objective
– Do not make it personal

Effective leadership

What's the R.O.I?



For your people

Effective leadership

Consistent leadership

Clarity of role and contribution

Opportunity for mastery

Appropriate autonomy

For your business

Assess and develop relevant leadership competencies

Make best use of all leadership capabilities

Develop leadership capabilities that adapt to future needs

Accurate identification of future leaders

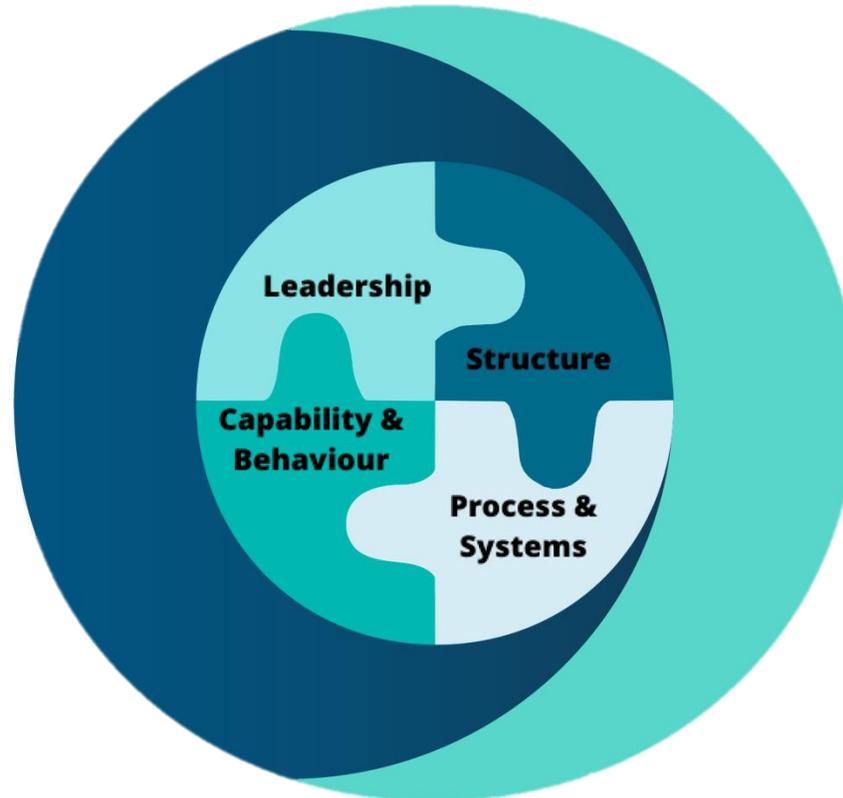
Aligned purpose and values

Achieving outstanding business performance includes understanding what's relevant – and what's not



Why is this relevant?

- If you consider leadership to be a critical attribute of your organisation then we think it is important that you consider what leadership skills and behaviours are likely to be effective in driving the purpose, values and direction of the organisation
- If you consider the skills and behaviours of your employees to be a significant contribution to your success then we think it is important to define your specific requirements and ensure you are collectively effective in how you operate.



**That is
Organisational Effectiveness**

- If you have some form of team structure then we think it is important that the structure is fit for purpose, providing tangible and identifiable relationships between different parts of the organisation.
- If you have developed processes or implemented systems to enable to the functioning of your business then we think it's important that they are right for what you are trying to achieve and facilitate MORE VALUE out of your team rather than increase bureaucracy or stifle creativity.