



**TTM**associates  
*insight that moves*



FROM  
SKILLS  
TO

**BEHAVIOURS!**

BE DIFFERENT . ACT DIFFERENT

INSPIRING DRIVER

COLLABORATIVE

EVOLVING

PASSION

EMOTIONAL INTELLIGENCE

INSPIRING DRIVER

CULTURAL INCLUSIVENESS

AUTONOMY

INNOVATIVE ENTREPRENEUR

BUSINESS ACUMEN

POLITICAL INTELLIGENCE

INSPIRING DRIVER

EMOTIONAL INTELLIGENCE

EVOLVING

PASSION

INNOVATIVE ENTREPRENEUR

COLLABORATIVE

BUSINESS ACUMEN

POLITICAL INTELLIGENCE

PASSION

POLITICAL INTELLIGENCE

COLLABORATIVE

BUSINESS ACUMEN

INSPIRING DRIVER

EVOLVING

CULTURAL INCLUSIVENESS

COLLABORATIVE

INNOVATIVE ENTREPRENEUR

POLITICAL INTELLIGENCE

EVOLVING

EMOTIONAL INTELLIGENCE

COLLABORATIVE

BUSINESS ACUMEN

INNOVATIVE ENTREPRENEUR

AUTONOMY

POLITICAL INTELLIGENCE

PASSION

EMOTIONAL INTELLIGENCE

AUTONOMY

INNOVATIVE ENTREPRENEUR

COLLABORATIVE

BUSINESS ACUMEN

POLITICAL INTELLIGENCE

INNOVATIVE ENTREPRENEUR

EMOTIONAL INTELLIGENCE

PASSION

EVOLVING

EMOTIONAL INTELLIGENCE

INSPIRING DRIVER



**BEHAVIOURS**

**SKILLS**

PURPOSEFULNESS

EMPOWER / ENERGISE

COACH WITH INSPIRATION

DIVERSITY INCLUSIVE

RELENTLESS

INSPIRING VISIONARY

PERFORMANCE ENABLER

MOTIVATING OTHERS

EFFECTIVE COMMUNICATION

STRATEGIC PLANNING

PERFORMANCE MANAGEMENT

GOAL SETTING

AUTONOMY

PASSION  
COLLABORATIVE

INSPIRING DRIVER  
POLITICAL INTELLIGENCE

CULTURAL INCLUSIVE  
BUSINESS ACUMEN

INNOVATIVE ENTREPRENEUR  
EMOTIONAL INTELLIGENCE

POLITICAL INTELLIGENCE  
AUTONOMY

EVOLVING

EMOTIONAL

INTELLIGENCE

BUSINESS ACUMEN

INNOVATIVE ENTREPRENEUR

COLLABORATIVE

INSPIRING DRIVER

CULTURAL INCLUSIVE

# What Is An INSPIRING DRIVER?

In today's marketplace, achieving a sustained competitive advantage requires a performance driven culture. Performance driven organisations leverage their workforce to realise a higher return on investment, increased productivity, decreased operational costs, improved customer / employee retention and a host of other benefits. The culture of your organisation facilitates the speedy achievement of your business plan and is a major influence on your success.

## Why Is It Important ?

The careful design and shaping of your corporate structure will be the driving force enabling things to happen. A business culture driven by performance is one where leaders demonstrate behaviours that are consistent with the organisations culture and how the business is transacted. These include, but are not limited to planning, recognising and rewarding achievement, providing a framework for achieving and clarifying expectations.

Performing leaders know and understand that there is an alignment between leadership and behaviours. They are motivators, focused with clear expectations and they fashion an environment for people to achieve. Each employee should be aware of the impact that they, as individuals contribute in making a successful organisation.

It is the responsibility of leaders and managers to contribute to the development of a corporate vision and communicate this vision to employees. A strong performance culture will deliver strong performance figures.



## How Do We Build An INSPIRED & DRIVEN Work Force?

Successful organisations focus on the performance of their employees. Here employees are rewarded based on their set performance criteria. Their performance goals and targets are clearly defined and communicated to them in a formal way. Employees feel motivated and accountable for their performance and strive to achieve / exceed the targets set for them. Managers and leaders take ownership of performance, and employees take self-initiatives to improve their individual and team performance and raise performance benchmarks on a systematic basis. Organisations need to clearly define the performance metrics, goals, tasks and measures. The challenge lies in finding the quantifiable parameters for many of the key success criteria. Key employees should be consulted before setting targets for them and their peers. Once the guidelines are set, a goal setting exercise engaging all employees should be conducted to ensure mutual consent between employees and their managers to set and define performance metrics. Managers need to ensure that a balance between quality of delivery and the quantity of delivery is maintained. They need to create an environment of sustainability. Highly effective communication is both essential and critical in achieving an organisations strategy.

Managers need to be empowered to optimise the workforce by having the power to hire the best people, train them properly, track them carefully and compensate them appropriately. Providing leaders and managers with the behaviours they need to effectively manage employees is important in improving employee satisfaction and retention, increasing productivity and boosting an organisations profitability!



# The INSPIRING DRIVER Executive / Leader

This programme targets Senior Executives of the organisation and pays ample focus to their role in developing the culture of performance and nurturing its essence to enhance performance, people's moral and ownership of the results. Executives will be taken through a challenging, thought-provoking learning experience that will shape the anticipated performance behaviours like highly effective communication, responsibility, emotional and rational influence, creativity, results driven and learning by doing. Your highly valued executives will develop a performance culture and be mission and value driven. They will empower their people to enhance performance. They will be skilful communicators who influence others and achieve sustained results and they will experience, practice and build skills to help them develop these behaviours in themselves and their organisations:

-  Proactively thinking about how to solve problems and handling complex situations to improve organisational goals.
-  Create an environment of achievement, clarify expectations and ensure employees success.
-  Develop a culture of ownership and autonomy and empower people at all levels.
-  Encourage people to achieve, recognise and reward achievements.
-  Inspiring people to take charge and responsibility of mobilising their team members and efforts collectively to achieve the company results.

## Module 1: High Performance Organisations

High performance culture. Why?

How do we achieve a high performance culture?

The drivers of change that are impacted by the performance that in turn drives results.

How do we respond to change whilst maintaining a high performance culture?

...

## Module 2: Inspirational Driven Leaders

Inspirational leadership: setting direction and aligning the strategy and culture.

Understanding the role of setting a clear vision and direction for driving business performance and inspiration.

Leading the organisation by setting clear objectives and identifying key business drivers.

Creating a culture of high performance. Create an environment for others to perform, excel and go the extra mile.

## Module 3: Inspiring Diverse Stakeholders to Drive the Organisation Success

Diversity and organisational culture. The Whole Brain Herrmann Leadership Model®; how this may affect the perception and the motivational levels of people?

What is motivational leadership and what are the 4 behaviours of inspirational leaders?

Development of success with the said inspirationally driven quality leadership.

Sustaining inspiration and performance into the organisation's DNA.



### Simon Lawson: Practice Leader, Customer Management

Simon is a senior management and sales consultant with ample focus on managing key accounts, corporate accounts and sales management. He works with organisations and individuals to increase their efficiency and productivity. He is particularly experienced at working with and facilitating groups of adult learners from all levels in an organisation. He has an excellent reputation for leading high-impact and highly participative training programmes in the areas of sales, strategic account management, negotiation and general management. After graduating with an honours degree in Psychology, Simon worked as a sales representative and sales manager for a company in the leisure industry. Following a Masters degree in marketing, Simon worked as a strategic account manager in the finance and communications industries. In 1989 he was offered the post of managing consultant in a London-based training and marketing consultancy, becoming an independent consultant and trainer in 1996. Simon has worked with clients in manufacturing, FMCG and service sectors. Among his clients are Allied Irish Bank, Coca-Cola, Nokia Networks, Novo Nordisk, Toyota and Unilever. He has worked in many different parts of the world – throughout Europe, the Middle East, the Far East, North and South America and Australia. He particularly enjoys the challenge of working in a multi-cultural environment.



### Ben Smithies: Management Consultant

Ben is an organisation and people development consultant and practitioner. He works with a variety of clients both in the public and private sector, in the UK and internationally. He has also worked as an Associate of SOLACE Enterprises, Practive and Henley Business School. Ben is a highly experienced coach and facilitator who specialises in working with business leaders to help them achieve their business objectives through fulfilling their own, and their people's potential. Prior to setting up his own business he gained over seven years of consulting experience from his work in personal and organisational development with PwC. Before joining PwC, he worked as a social worker and psychotherapist. It is this combination of experience, working with organisations, groups and individuals managing significant and challenging change that he brings to his work.



### Nikos Lambridis: Senior Management Consultant

Nikos is Greek by birth and international by experience and background. He speaks, English, Greek and German. Nikos is a core faculty member in TTM associates since 2006. He spent his career working for global companies such as Vodafone, Intel, Toshiba, Informix, etc.... As a consultant, he is a certified Trainer and Coach for the Top Management Executives. His expertise stems from his 25 years of working experience – 20 of which in Management- in large US and European multinationals. It is this experience that allows Nikos to transfer knowledge in a practical way, when he is asked to teach, coach, train or speak at large conferences. His strong point is the coaching approach towards executives to identify and rely on their personal attributes first, in order to be able to develop and excel as leaders. He helps them establish their personal goals, work with people, communicate well, and to coach their people in turn. This method helps the organisation to understand or develop its own working culture with an emphasis on the customer and people. Nikos has large experience in the areas of technology, i.e. Software and Telecom sectors. He has been working as a training manager, commercial director, and director of European operations in large organisations such as Vodafone, Informix Intl., Toshiba, Ergodata, and Singular. Also he worked as a coach with Coca-Cola, GlaxoSmithKline, PepsiCo, Eurobank, Cosmote and Pfizer.



# The INSPIRING DRIVER Consulting Faculty





INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

INSPIRING DRIVER

AUTONOMY  
POLITICAL INTELLIGENCE  
PASSION  
EMOTIONAL INTELLIGENCE  
EVOLVING  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER  
EMOTIONAL INTELLIGENCE  
CULTURAL INCLUSIVENESS  
EVOLVING  
PASSION  
EMOTIONAL INTELLIGENCE  
INNOVATIVE ENTREPRENEUR  
COLLABORATIVE

INSPIRING DRIVER

BUSINESS ACUMEN

BUSINESS ACUMEN

POLITICAL INTELLIGENCE

PASSION  
POLITICAL INTELLIGENCE  
AUTONOMY  
COLLABORATIVE  
BUSINESS ACUMEN  
CULTURAL INCLUSIVENESS

INSPIRING DRIVER  
INSPIRING DRIVER  
INSPIRING DRIVER

POLITICAL INTELLIGENCE