

Transforming Leadership, Teams and Culture to Improve Performance and Growth



Leadership | Talent | Teams | Coaching



Full Potential Group is a global partner in leadership, team and culture transformation, helping organisations improve performance, accelerate change and build the leadership capacity needed for sustainable growth.

Why Clients Partner with FPG

- Strategy is often clear; execution is inconsistent
- Leadership development needs refreshing
- Leadership or team impact is the constraint
- Culture no longer supports strategy or pace
- Complexity and AI are accelerating decisions faster than human judgement
- Behaviour doesn't shift at scale despite sustained investment
- A small number of leaders and high potentials will make or break outcomes
- Leadership pipelines are not future-ready

Leadership capacity is now the limiting factor in executing strategy and sustaining performance.



Over the years I have been fortunate to have worked with a wide range of very good suppliers / partners. Within this group is a small core of organisations who I know I can trust to go the extra mile and deliver great outcomes under, sometimes (well, usually, actually!) quite unreasonable conditions and timeframes. FPG are certainly one of these. *Head of Learning and Development*

FPG's Core Belief

- Sustained performance is systemic, not individual.
- Change & complexity are exposing the limits of current leadership and team capacity.
- People still develop one human at a time and need to evolve their mindset, behaviour, skills and the system for optimal performance.



**Performance is shaped by leadership,
enabled by culture, delivered through
teams and accelerated by coaching.**

How we help



LEADERSHIP & TALENT TRANSFORMATION

Build leadership capability, capacity and impact.



TEAM TRANSFORMATION

Create aligned, high-performing teams that execute strategy.



EXECUTIVE & LEADERSHIP COACHING

Accelerate individual growth and leadership impact.



DIAGNOSTICS & CERTIFICATION

Provide insight, focus and sustainable capability.



The Impact We Create

- **Strengthened Leadership Capacity & Personal Impact:**
leaders develop greater self-awareness, presence and range.
- **Improved Succession and Leadership Pipeline:**
sustainable bench strength, reduced dependence on key individuals, reduced hiring costs
- **Better Innovation & Decision Making:**
improved confidence, judgement, sense making, strategic alignment individual & team level.
- **Greater Resilience:**
lower risk exposure, fewer disruptions, operational continuity
- **Deepened Trust & Psychological Safety:**
reduced friction and false agreement, more powerful conversations and productive tension.
- **Stronger Collaboration Across Teams:**
less silos, transformational KPIs, reduced duplication & inefficiencies.
- **Clearer Alignment To Strategy & Purpose:**
strategy is embodied, clearer priorities, shared direction, decisions reinforce what matters most.
- **Culture That Is Lived, Not Just Stated:**
values & behaviours translated into day-to-day actions, coherence between what the organisation says and how it operates.
- **Sustainable Performance & Momentum:**
an eco-system that supports transformation, addressing both individual and systemic factors.



FPG's Holistic Development Framework

How We Help Organisations Improve Performance



Leadership & Talent Transformation

- Leadership & talent programmes are developmental environments that create space for leaders to transform, expand judgement, coherence, and presence.
- Designed for horizontal and vertical development, while working on live business challenges.

Team Transformation

Team transformation programmes create structured, developmental environments where teams deepen trust, improve decision quality and strengthen how they work together.

The focus is on building the capacity of teams to operate effectively in complexity and deliver sustained performance. We also focus on boundary-spanning, teams of teams.

In complex organisations, teams, not individuals, are the smallest unit of leadership that matter.

Executive & Leadership Coaching

- Executive coaching is where leadership capability and capacity becomes personal.
- We believe coaching is not a benefit, it is leadership infrastructure.
- It creates reflective space leaders and high potentials no longer have but urgently need to maximise their impact and operate at enterprise level.

Diagnostics & Certification

We blend a variety of pragmatic leadership and team diagnostics embedded as sense-making lenses within a broader leadership and team capacity architecture, practitioner certification strengthens internal capability.

- Insights Colours, EQ
- Mojo/Motivational Maps/Enneagram
- Worldview/ Neuro Agility/ Scientist of Yourself
- Team & Culture diagnostics

Leadership and Talent Transformation

Strengthening leadership impact where performance depends on it.

- Leadership capability
- Future-ready leadership
- Leadership mindset & impact
- Future-fit culture
- High-performance coaching cultures

"This is one of the most powerful leadership programmes I have ever been on. Thank you! It's been a great experience, a great investment in me and I will continue to use and build these new skills!"

Head of Consumer and Insight Marketing
Heinz



"I want to thank you for your support. FPG and the leadership programme were both outstanding, for some, will be transformational.

The course content was rich, as I had anticipated, and the course design was highly participative.

Thank you for your good service in building this for me so quickly. Everything moved like clockwork."

Head of People Development and Engagement, E2V



fullpotential
empowering leadership, transforming culture

Leadership & Talent Development – ready to go or bespoke for your needs



Self Aware Leadership

Transformational leadership effectiveness. Deepening self-awareness, emotional intelligence and authenticity. Utilising 360° feedback, profiling or self assessment to identify strengths, motivators, values and development gaps, recognising and flexing leadership styles to enhance decision-making, elevate leadership effectiveness and inspire positive change in self, others and the organisation.



Influence, Impact & Interpersonal Effectiveness

Unlocking the keys to interpersonal effectiveness by understanding behavioural preferences.

Exploring strategies to enhance leaders' ability to inspire others, build rapport and navigate diverse relationships. Recognising diversity, valuing others, by flexing and adapting communication styles to strengthen influence, impact and collaboration.



Leading High Performing Teams to Execute on Strategy

Understanding team dynamics, empowerment and how to build a cohesive, high performing team. Knowing how to overcome the 5 dysfunctions of teams, building trust, cultivating constructive conflict, committing to a shared purpose and goals, holding accountability and focusing on collective results.

Leadership & Talent Development



Coaching, mentoring & managing performance

Knowing how to transform people's potential into real results.

Managing performance, giving feedback, handling challenging conversations, breaking through barriers and obstacles to success.

Having a full potential coaching mindset and skills in everyday conversations to unlock high performance.



Delivering results through others

Developing excellence in execution by linking people, strategy and plans together and delivering results through others.

Honing focus, time management, prioritisation, delegation and cultivating habits to fast-track confidence, productivity and results.

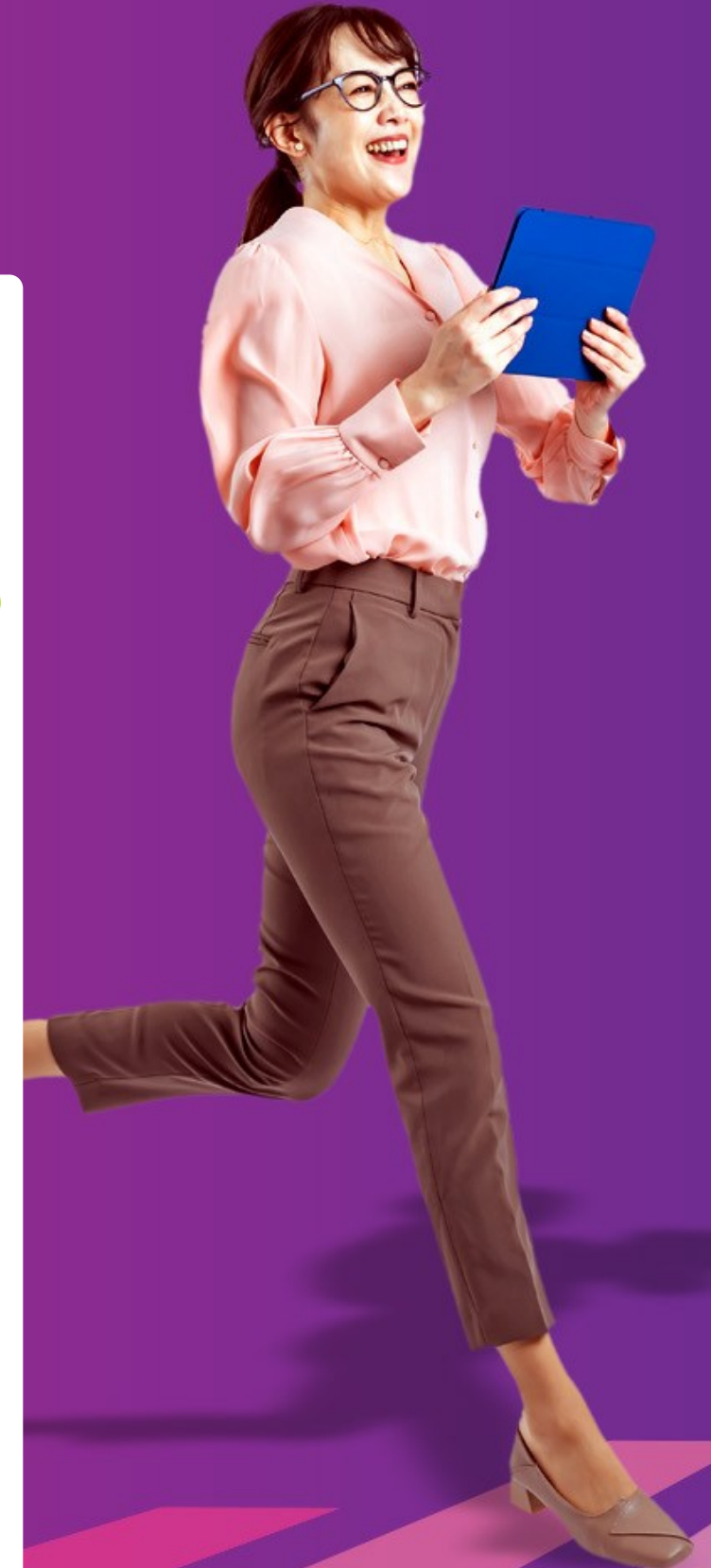


Motivating people

Understanding how to motivate yourself and others. Identifying, measuring and monitoring the 9 motivators that impact performance, productivity and resilience.

Knowing how to recognise people's motivational hot buttons, how to have effective 1:1s discussing motivation, goals and action.

How to measure team and organisational motivation and create a happy place to work.



Leadership & Talent Development



Strategic thinking

Exploring frameworks and approaches to sharpen strategic acumen. Cultivating the mindset and power skills needed to lead strategically, drive innovation and achieve sustainable success in a rapidly evolving world. Utilising 7 key attributes of strategic thinking.

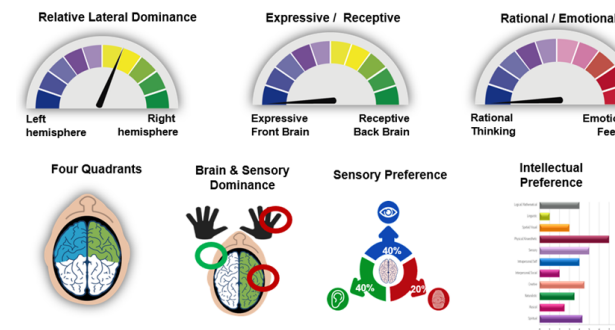
Applying a breakthrough process to current business challenges and opportunities to develop and sponsor strategic organisational change.



Leading change

Embedding vital skills for effective organisational transformation. Applying change management frameworks, communication strategies and leadership techniques to inspire teams, foster growth and innovation.

Crafting compelling visions, storytelling, overcoming resistance to change, building adaptability and stakeholder engagement with practical hands-on experience in developing change plans and spearheading breakthrough.



Resilience and wellbeing

Exploring strategies to thrive amidst pressure and uncertainty.

Learning latest developments in neuroscience and resilience-building techniques, stress management tools and methods to foster a holistic culture of wellbeing within teams.

Equipping leaders with the skills to lead with resilience, inspire their teams and sustain peak performance in today's demanding landscape.



Team Transformation

Improving performance where work happens

- Leadership team alignment
- Team effectiveness & performance
- Collaboration across teams & functions



"I am just on the train on the way home, reflecting on a brilliant team offsite.

Thank you so much for all the hard work and planning that went into today, I really appreciate it. I thought the content, pace and delivery were all pitched perfectly for us as a team and we all really enjoyed it.

So much to reflect on and I am very keen to keep the momentum"

COO
Bewonder



Having just completed another really effective strategy and planning session with the team, it made me realise that our learning from our team sessions with FPG has been helpful in giving the team more confidence to challenge and interact. Looking back several months later, it seems we have a different team dynamic now. We have had a tough year, but the team has stuck together, and I think works more effectively than before your involvement.

Head of Planning

VOLKSWAGEN
GROUP UNITED KINGDOM LTD

This has been a transformative experience providing me with valuable insights that significantly enhanced both my personal effectiveness and my ability to lead my team more effectively. The tools and strategies I gained have directly contributed to improving my team dynamics and overall organisational performance. I'm grateful for the guidance and support the programme has provided.

Okan Kibaroglu,

Imperial College
London

Executive & Leadership Coaching

Head of Consumer Insight & Marketing, Heinz

Targeted leverage where individual impact matters most

- Senior Executives
- High Potentials
- Key individuals navigating complexity, pressure or transition

I, at last, realised that improving your technical skills does not make you a better leader. To achieve that step change, you need to really understand what is holding you back as a person. Commercial Director, United Utilities

I came thinking I had done it all before, but the fact that coaching focused a great deal of attention to a few, but important shifts was very rewarding (and challenging!) Director, Mouchel

Enlightening and packed with useful techniques for positive mindset and behaviour change. CEO, Javelin Group

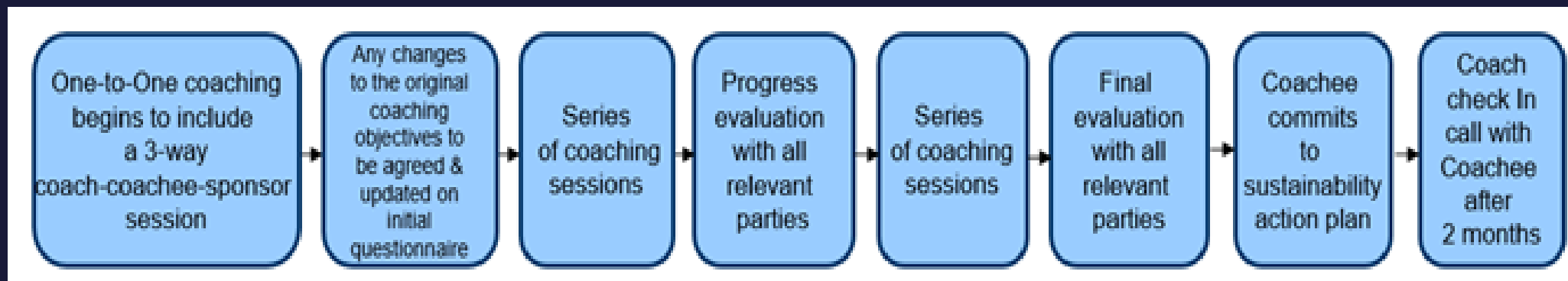
Full Potential Executive Coaching Service

Full Potential Group's Executive Coaching is not a soft option. Expanding an individual's potential for growth is challenging. It requires honesty, a willingness to shift mindset, learn new skills, readiness to confront obstacles and difficult issues and courage to stick with changes even when the going gets tough.

Executive Coaching provides a safe, confidential environment in which to challenge the status quo. Our Coaches support individuals to create powerful foundations, call people to their highest potential and embed core skills, tailor-made to their specific development needs. They also hold the creative tension between the individual's current reality and the real impact they could be having when they step-up and embrace positive new leadership behaviours into their day-to-day work.

Before the programme begins, the Coachee and coaching sponsor both complete a short initial coaching questionnaire. The sponsor should be someone who can provide vital support to the Coachee, whilst also holding the organisational objectives for the coaching. The process includes:

- Chemistry calls with a maximum of 3 potential coaches, so the coachee chooses the best match.
- 3- way call with the sponsor, individual and selected coach to agree objectives.
- A programme of 6 x coaching sessions to take place within the period of a year. A mid-way check-in call with the sponsor, Coach and Coachee, as well as a close-out session at the end of the programme.



Coaching Skills & Culture

Coaching
Skills
Programmes

Developing
Coaching
Champions

Creating a
Coaching
Culture

"Thank you so much for running the course today. The Coaching day 1 and 2 has been my favourite training course since being at Baringa. I'd do it again if I could!!"

Alexandra Doran
Senior Manager, Baringa



"I am still buzzing from the advanced leadership coaching course, and I find myself reflecting back on the two days and applying the coaching techniques already."

Store Operations Manager
Tesco



"Working alongside FPG we co-created a best-in-class leadership and coaching skills for managers' programme that was rolled out across the organisation."

From inception and exploratory discussions through to delivery, they listened to us, stretched our thinking, and challenged us to produce the best options.

They were not afraid to push back, and offer sound advice and feedback, but were also open to adapting where needed."

Linda Labroy, Talent and Capability



Diagnostics

Insight that sharpens focus and measures impact.

Leadership, team and culture diagnostics inform stages of our work.

- Leadership & 360 profiling
- Motivation, wellbeing & capacity
- Team effectiveness diagnostics
- Culture & ways of working insight



There is a real buzz after the conference, and everyone is talking about their colours and what they can now do in their teams.

The way you explained it was perfect for everyone to understand, and there was definitely no missing out if you hadn't done the full profile before.

I even had someone ring me up this morning out of the blue to tell me how much they enjoyed it, so it's safe to say, you nailed it!!

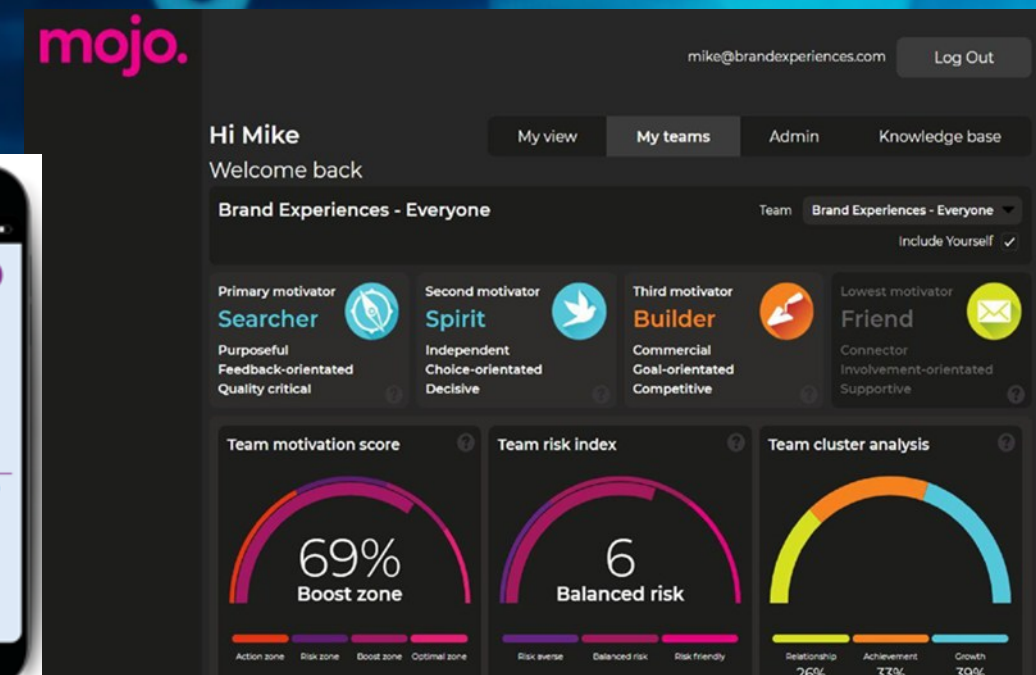
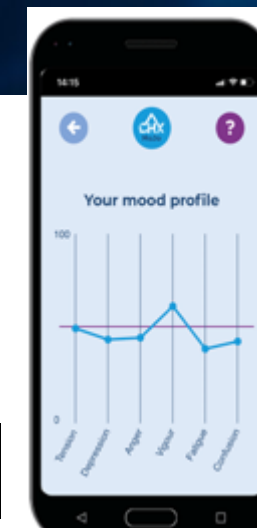
Project Controls Manager



Mojo has become a critical tool that allowed us to have conversations we might not have had otherwise. It's not just about performance; it's about uncovering the 'why' behind what motivates our team and helping them take the next steps in their career.

I don't think we would be in the position we are now as a business without mojo and it is proving to be a real differentiator in the recruitment and retention of our people.

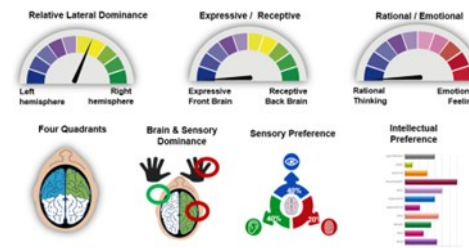
Sarah Smith
CPO



Certification

building sustainable internal capability

- Insights Discovery
- Motivational Maps
- Mojo
- Neuro Agility
- Scientist of Yourself
- My World View
- Full Potential Coach



I've had the pleasure of working with FPG for several years, Their unwavering commitment to excellence has been a game-changer for me. FPGs effectiveness and helpfulness are unmatched. Whenever I've needed support, it's been a no-brainer to turn to them. They aren't just knowledgeable, they're also incredibly approachable. I owe a significant portion of my own professional growth to FPG's guidance.

When I put my name behind a recommendation, I do so at the risk of my professional brand, so believe me when I say I wouldn't recommend them unless I genuinely believed it. FPG's people consistently deliver top-notch quality that I recommend again and again. Feedback is overwhelmingly positive. They make complex topics easy to understand, and our people genuinely love the approach. They've also trained and developed me as a Client Practitioner for Discovery Insights over the years, which I find invaluable as a People Development professional.

They are more than suppliers to me, they're trusted partners. If you're looking for excellence, reliability and genuine care, look no further.

Victoria Nightingale
Head of People Development

Why Clients Choose Full Potential Group

- **25+ years** helping organisations improve performance through leadership, team and coaching transformation
- **Over one million people** developed across **2,500** organisations worldwide
- Deep expertise in leadership **capacity, mindset** and **behavioural change**
- **Integrated diagnostics**, practical application, coaching and experiential development
- **Pragmatic solutions** that create measurable business impact
- Trusted by global organisations to strengthen leadership pipelines and high-performing teams

Who We Partner With

We've increased performance in almost one million leaders & their teams, and helped create thriving cultures in 2,500 organisations, global corporations & growing SMEs.



AdvanceHE



Michael Page



Panasonic



Trusted Expertise. Proven Impact.

25+ Years Developing leaders and teams, **1 Million+** People developed
2,500+ Organisations supported

World-Class Faculty Executive coaches, psychologists and leadership specialists

Led by Carole Gaskell author, leadership expert, speaker and executive coach

Known for
combining business
pragmatism with
real transformation.



Start a Conversation

We'll help you focus on what matters most

Contact us today :

- for a pragmatic conversation with one of our experts
- to co-create your focused next phase



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Full Potential Group is a global partner in leadership, team and culture transformation, helping organisations improve performance, accelerate change and build the leadership capacity needed for sustainable growth.

We build leaders with the capacity to lead through complexity, the maturity to hold their nerve under pressure, and the judgement to create cultures where people and performance thrive. Our integrated approach combines psychological insight, diagnostics, coaching and experiential development to create lasting shifts in how leaders think, lead and behave every day.

With more than 25 years' experience and over one million people developed across 2,500+ organisations worldwide, we are trusted to strengthen leadership pipelines, build high-performing teams and create cultures that deliver measurable improvements in organisational health and performance.

