



LEADERSHIP PROGRAMMES

We're here to help organizations grow by building the skills and behaviors that truly make a difference. Through engaging and memorable learning experiences, we inspire a mindset of growth, helping teams embrace challenges and keep moving forward with confidence.

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High Performing Leaders™

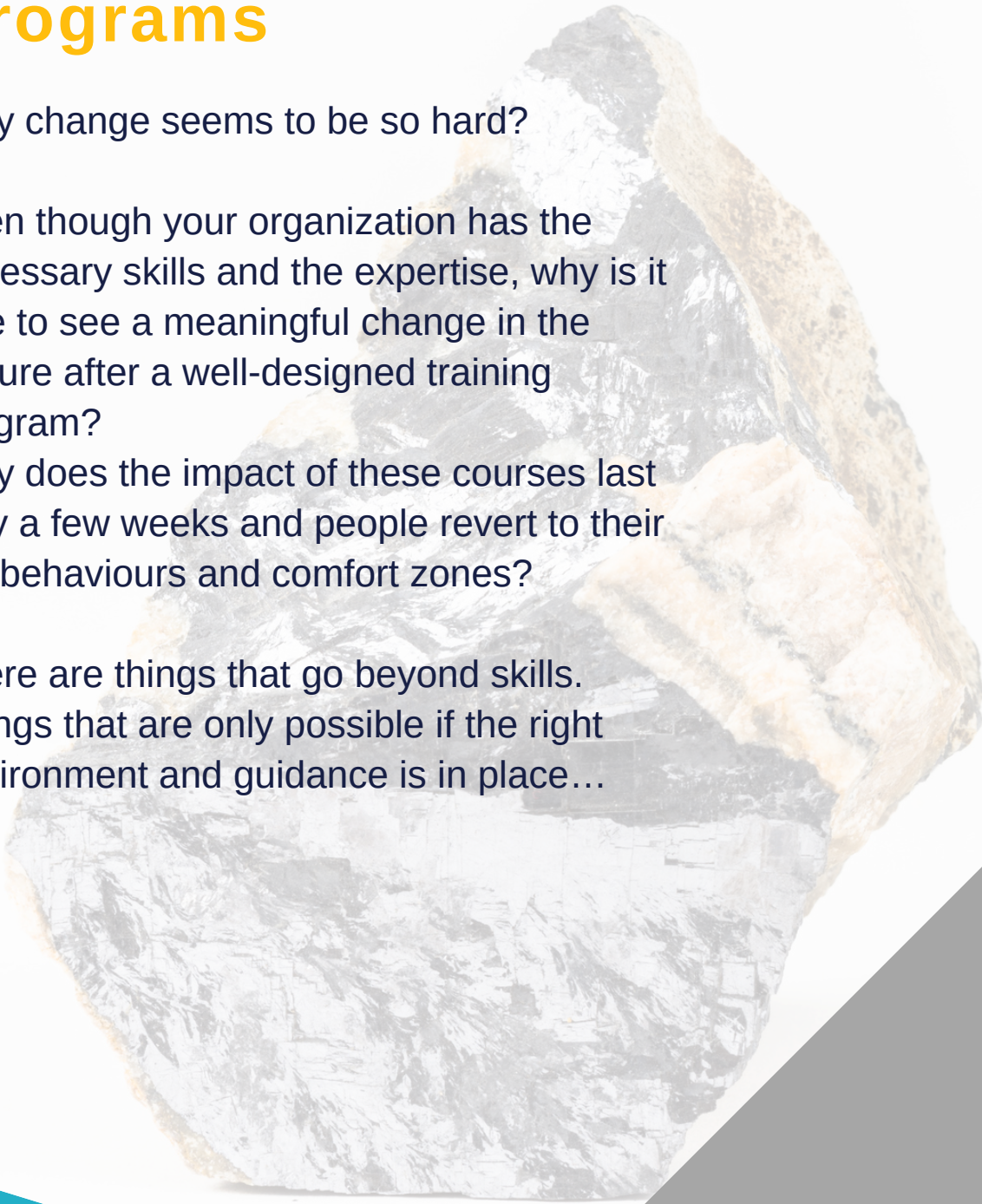
Leadership & Transformation Programs

Why change seems to be so hard?

Even though your organization has the necessary skills and the expertise, why is it rare to see a meaningful change in the culture after a well-designed training program?

Why does the impact of these courses last only a few weeks and people revert to their old behaviours and comfort zones?

There are things that go beyond skills. Things that are only possible if the right environment and guidance is in place...



A different approach.

At High Performing Leaders™ Program, that's what we do: Create that environment rather than telling individuals what that environment looks like.

The transformation journey begins by doing through meaningful games and exercises, enabling participants to reflect what they've just experienced.

Our biggest difference from traditional training is the role we take. Rather than acting as instructors, we don't tell participants what to do.

We approach with an open and clear mind and with a deep curiosity as facilitators, so they can also observe and experience that state of being.

4 Petals of Leadership™



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It's only possible to change if we accept who we are. We then can develop meaningful relationships with others if we discover the meaning of our own experience.

To transform as an organization, it takes more than that. Once we know we create an environment that encourages and allows people to be themselves, that's when we would be truly successful.

Our proprietary 4 petals of Leadership™ model is based on this approach, starting from the Leading Self, we aim to shift people's experiences, help them to interpret differently and lead them to change their conclusions and beliefs.

Only then we see a change in behaviour and enable to lead others through safe experiments, resulting them to lead through change and finally transform their mindset from a managerial perspective to a leading one...

High Performing Leaders™

In every High Performing Culture, we believe there are 8 enablers™ that are essential to sustainable success.

Building the culture from trust, every participant gets to assess themselves and teams based on these enablers, prioritize what to work on and have the chance to reflect while we provide necessary tools to transform their leadership style.



Trust



Communication



Accountability



Engaged Teams



Leadership & Management



Strategic Vision



Change & Innovation



Customer Focus

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AT A GLANCE

Program Journey

- 4 days face 2 face (1+2+1 days)
- 3 x 3 Online ALS (Action Learning Set)
- 2 hours 1on1 coaching per participant

Participants

- Maximum no of participants per cohort:14
- Experience Level: From new managers to seasoned field managers, from young leaders to senior, any professional with a leadership role is suitable for this program.
- Each program's concept depth is designed according to the participant profile.



'I have just had a call from a driver in a quarry. He does not work in my business line. He called up to suggest an idea to reduce our carbon footprint when making Asphalt. The idea could reduce our carbon usage by 40%! The driver went on to say ' Well, I've worked in the company for a few years now that I see things have changed. We are more like one team, so I felt it was OK to just give you a call'. This is exactly what we were hoping for but never really expected.

KEY TAKEAWAYS

Start with the end in mind

- Responsibility lies with me mindset
- Spotting blindspots
- Growth Mindset
- Discovering different leadership styles
- Effective communication skills
- Creating the Team Code
- High Performance Culture Roadmap
- Creating a results oriented collaboration culture
- Inclusive management & leadership

CONCEPTS & CONTENT

- Our methodology: Do - Reflect - Connect - Apply
- 8 enablers™ for a high performing culture
- Leadership beliefs & High performance culture tools
- Build from Trust
- Cards on the table
- Start with 'Why', intrinsic & extrinsic motivators
- Non judgemental listening
- Jung's color energies
- Lead with questions, not answers
- Learning Styles & coach like leadership
- OIS™ Feedback Model

PROGRAMME IMPACT

Short Term: 0-6 Months

Are we providing relevant, positive, memorable learning experiences? Feedback forms.

Are we meeting learner expectations? Anecdotes & focus groups.

Mid Term: 6-18 Months

Are we making behaviour change more likely?

Self-assessment, 360 Feedback, Anecdotes.

Long Term: 18 Months +

Are we impacting business results and sustainable change?

Self-Benchmarking, stakeholder feedback, employee engagement survey & performance metrics.

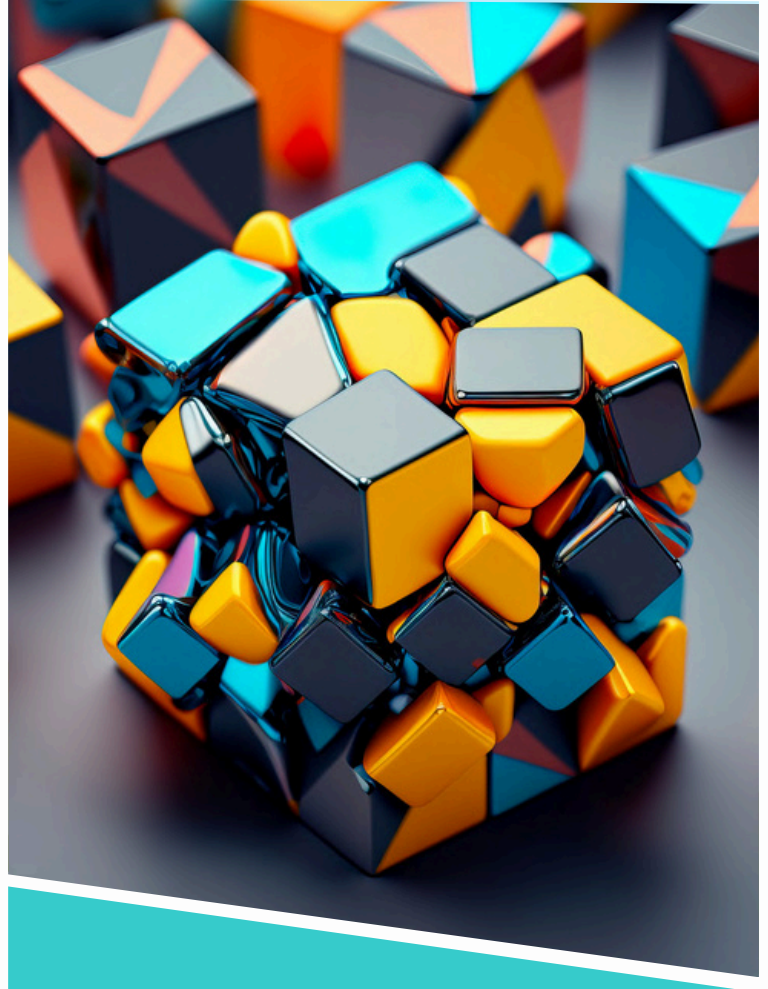


HIGH PERFORMING LEADERS™

Our award winning programmes create a challenging and safe space for individuals to discover and develop their authentic leadership style.

We do this by developing exercises, tools and activities that give each delegate the opportunity to 'feel' the topic.

We dissolve the theory into practice and make complex concepts simple and actionable. Our experiential-learning provides leaders with a heightened sense of the Self, a stronger emotional bond with peers and a raised understanding of others.



Who is it for?

This programme is aimed those who have a desire to understand and accelerate High Performing Cultures and High Functioning Teams. You will embrace the programme if you:

- Have a belief in learning from the experiences of others.
- Want to understand how to consistently build high performing teams.
- Recognise the performance benefits of developing safe and experimental cultures.

Journey



Our method incubates mindsets, ideas, beliefs and cultural influences that make behaviour change more likely; before equipping people with the tools to act on any insight gained. ('WHY')

Our advanced training is experiential and looks to accelerate skills and competence ('HOW').

We focus on building knowledge that is applicable not just measurable ('WHAT').

Although Knowledge is part of the LBE programme, our focus is primarily on the 'Why' and 'How', rather than the 'What'.

Our Team



Can Papuççuoğlu
CEO & Facilitator



Richard Young
Designer & Facilitator



Ed Gonsalves
Designer & Facilitator



Mert Abeş
Designer & Facilitator



Ege Karan
Psychologist & Coach

Our deliveries span from the United Kingdom to the United States, from the European Union to Turkey.

Our design team brings together diverse experiences, cultures, and perspectives.

Depending on the needs of your training program, we have a team of trainers with expertise across different age groups and specializations.

For more details, please feel free to get in touch with us.

Our Clients



B/S/H/



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I have attended over my long working life many management and leadership courses but find so far that this one has managed most to create trust within the group and therefore creates an environment in which I am receptive to learning and prepared to share my thoughts, questions and experiences. It also provides me with many pragmatic and practical tools that I feel I can dare putting into practice.

Tyler Pinkos – Director of Learning

”

Imagine planning a leadership journey—one so engaging that participants eagerly anticipate each session, their excitement evident every time they see you as the planner. A journey where they provide feedback on how the program has truly impacted their lives, and you can observe their skill development throughout the process. Endless thanks for this interactive, productive, and enjoyable journey...

Hazal Uzdil – L&D Leader
Nurol Makina ve Sanayi A.Ş

”

The fun and interactive nature of the training made it easy for me to understand and internalize the techniques. Even after a year, I still apply these techniques and benefit from them. The way the trainers drew attention to different points and then seamlessly brought the focus back to the topic was not just a lesson—it felt like a magic show!

Participant – United Kingdom

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Get ready for an adventure that will break down all the conventional ideas you have about training! This experience will engage all seven of your senses, activating every learning channel and immersing you so deeply that you won't even notice how time flies. A truly unique training journey awaits you!

Participant – Türkiye

”

It was a program that made me forget every conventional training I had ever attended. The trainers were a powerhouse, reigniting my learning drive and sharpening my focus like never before. It was an incredible journey where I truly got to know myself, those around me, and different communication methods in the workplace. From effective team communication to presentation techniques—and even a few life lessons along the way—it was an unforgettable experience. Huge thanks to all our facilitators!

Participant – Türkiye

Ask for more.

**High Performing Leaders™
behaviour and cultural
transformation programmes
can be customised for your
organization's needs.**

**Just give us a call and we'll
have a brief meeting to define
the best solution for you.**

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