



# Andi Roberts

## Virtual & Online Service Scope



Google Hangouts Webex Meetings



# The types of questions I help resolve:

How can our leaders lead through uncertainty better?

What should we do to ensure this transformation takes hold?

How can we improve our capability to execute strategy?

How can I be more influential?

How can I get teams to gel quicker?

## Leadership - Transformation - B2B Sales

What should our business look like in three years?

Where do I want to be professionally in five years time?

How can we equip our leaders for the future?

How can we get our teams to perform better?

How can we raise the performance of our sales force?

How can I deal with overload more effectively?

How can we align our products/ services with the clients needs?

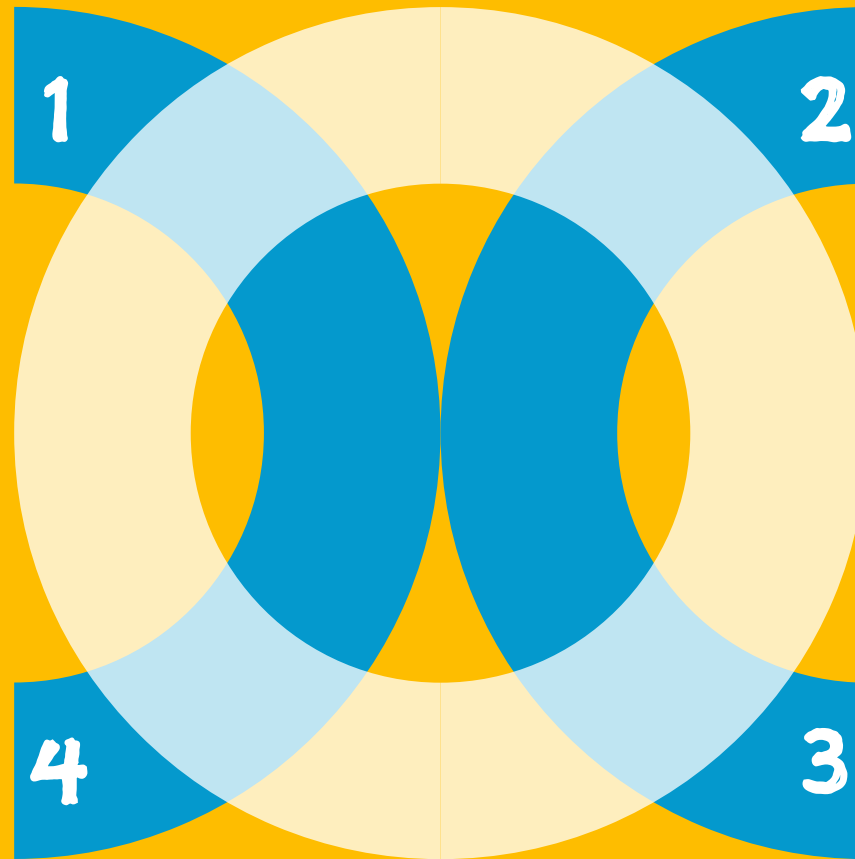
# Key service areas delivered remotely

## Coaching

One on one  
Psychometric & 360  
Group & Team

## Facilitation

Meetings  
Conferences  
Presentations



## OD Consulting

Mentoring &  
consulting for  
organizational  
transformation

## Training

Fast Train - 90 Minutes  
Curriculum delivery support  
Course conversion to online

# Coaching services



## One on one

I can provide bespoke one on one coaching programmes to support specific employees or leaders. My work tends to be with people in senior and executive leadership roles.

I have a series of predesigned 100 DAY programmes for people that are transitioning into new roles and covers the following:

- 1 - Planning and preparation
- 2 - Creating an initial impact
- 3 - Building broader relationships
- 4 - Focusing on execution
- 5 - Raising leadership capacity
- 6 - High Performing Teams

## Team coaching

Senior teams as well as sales, project and change teams through a bespoke package or the predefined TEAM ADVANTAGE programme.

## Compact Coaching

A four-step topic specific process that provides a clear way of improving a specific area of work practice:

1. Procrastination
2. Time management
3. Stress management
4. Work – life balance
5. Managing performance of a team member
6. Leading virtually
7. Influencing others
8. Managing upwards

Process

- 1 – Diagnostic survey
- 2 – Two-hour coaching session
- 3 – 5 Reinforcement emails
- 4 – A thirty-minute call four weeks after initial session

## Psychometrics & 360

Helping employees & leaders raise performance. I am certified and experienced to work with a range of style and leadership assessments:

- MBTI
- Social Style & 360
- TetraMap
- DISC & DISC 360
  
- EQi & EQ 360
- EIP & EIP 360
- EIQ & EIQ2 360
  
- Leadership Practices 360
- Salesperson's Secret Code
- Leader's Secret Code

I also have a range of specific surveys I have created around different topics and I am able to partner to create bespoke assessments / 360

# Facilitation services

The design and delivery of online moderated meetings & conferences



Certified™ Professional Facilitator  
promoting the power of facilitation worldwide

## Team facilitation

- New team kick off
- Team / Project Review
- Re-invigorate team / project performance



## Conferences

- Online conference design & management
- Master of ceremonies
- Break out moderation

## Sales facilitation

- Product / Service design
- Sales strategy
- Account planning
- Partner planning

## Red Teaming

Facilitated processes to challenge your thinking, strategies, plans or ideas

Evaluate • Test • Assess

# Training services

## Full online support:

**Defining outcomes:** knowledge, skills & attitudes and performance change

**Designing interventions:** Synchronous & asynchronous methodologies

**Developing materials:** pre-work, handouts, follow on job aides etc

**Delivery:** Training, coaching & follow up session support

**Documenting results & follow up:** ROI, success reviews etc

1

2

3

4

5

Leadership

B2B Sales

**Fast Train**  
90 minute topic sessions

# Organisational development support

## Design

Supporting the initial processes of design / transformation from strategy to stakeholder engagement



## Delivery

Facilitation and training to support the initiatives within the organisation or skill building in essential skills

## Coaching & mentoring

Support for the internal OD team and key stakeholders so that they are more effective in their roles as agents of change

## Flawless Consulting

Training on Peter Block's acclaimed course in order to build the internal capacity of your OD & HR team to function as collaborative and highly-trusted strategic business partners and advisors.

# About Andi Roberts



- **Business background:** HR Partner family healthcare business / leader in corporate: managing and selling outsourced solutions (L&D) / founder of several consultancies & distance learning organisations. Broad background in designing & leading transformation projects
- **Academic background:** Diploma in management / MBA / MSc Systems Thinking in practice / MA Online & Distance Education → Associate Lecturer at OU Business School (leading online university): Finance, Marketing & Leadership → Limak Business School: Executive Education
- **Certifications:** Globally I am the only Professional Certified Coach & Certified Professional Facilitator. I hold a range of psychometrics including MBTI, DiSC, Social Styles, TetraMap, EQi and EIP3
- **Working languages:** Spanish & English
- **23 Years** learning online
- **15+ Years** delivering coaching, facilitation & training online
- **1000s of hours** on a range of online platforms – weekly user of Adobe Connect & Zoom



# Virtual & Online Service Scope

I work direct with organisations &  
as an associate to a range of  
consulting organisations

Reach out to discuss your needs



Google Hangouts



Webex Meetings

