



Welcome to Turmeric

Your strategic partner in generating better value through leadership excellence and organisational capabilities for lasting impact.



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DID YOU KNOW

A report by Deloitte notes that companies with effective leadership development programs are 2.4 times more likely to hit their performance targets and are better at succession planning, ensuring long-term stability.

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As seen in

Executive Summary

Here's what we do in a nutshell.



MISSION

Bringing out the best of your leaders and their teams by better connecting them to themselves and each other.



VISION

A world of work where authentic connections enhance business performance and wellbeing.

The offer

We offer customised coaching-based interventions blending the latest research with practical applications, facilitated by experienced executive coaches.

The approach

Our approach is designed to align with your strategic intentions, nurture leadership capabilities that drive corporate growth and balance performance with well-being.

Turmeric creates a safe and challenging space for your leaders to explore the depths of their leadership experience, resulting in them driving enhanced performance and business value.

We do this through an integrated holistic approach to, not just leadership, but the individual wellbeing of the people in those positions. Exploring the entirety of their life and professional experience and how it has shaped them and their communication creates measurable and long-term impact for the organisation.

DID YOU KNOW

Companies with mature leadership development programs are 3 times more likely to handle change effectively by having leaders who can adapt to rapidly changing business environments. (Harvard Business Review).

DID YOU KNOW

Companies that invest in coaching report a 7:1 return on investment, highlighting its cost-effectiveness." (Forbes, 2018) ([Korn Ferry | Organizational Consulting](#)).

Why invest in leaders?

The role of conscious leadership has never been more critical.

At Turmeric Group, we understand that effective leadership development is essential not only for driving strategic execution and operational effectiveness but also for building a resilient culture that thrives amid change. The dilemma of whether to invest in leadership development is a pressing one.

On one hand, the need for such investment has never been greater. Leaders are navigating an unprecedented backdrop characterised by social, political, economic, health, and environmental challenges. The support and development they receive are crucial for them to adapt, innovate, and lead effectively in these tumultuous times. Leadership development equips them with the skills to handle these complexities, fostering a sustainable future for your organisation.

On the other hand, the reasons against investing are also compelling. Businesses are contracting, and the pressure to manage costs, achieve ROI, and meet shareholder expectations is immense. The challenging global climate demands prudent financial management, and investing in leadership development might seem like a luxury rather than a necessity.

However, the need for leadership development remains critical. Leaders have a disproportionate impact on the people and communities they lead. Their ability to learn, adapt, and navigate changing contexts and requirements is essential for organisational success. Investing in leadership development ensures that your leaders are equipped to face current challenges and seize future opportunities, ultimately driving sustainable growth whilst modelling healthy resilience.

By prioritising leadership development, you are not only investing in your leaders but also in the long-term viability and success of your organisation.

Choose Turmeric Group to empower your leaders, foster a culture of continuous learning, and navigate the complexities of today's world with confidence and competence.

- Samreen McGregor
MD, Turmeric Group



DID YOU KNOW

According to a study by the Center for Creative Leadership, organisations that prioritise leadership development are up to 29% more likely to achieve above-average profitability compared to those that don't. (Driving Performance: Why Leadership Development Matters in Difficult Times 2022).

DID YOU KNOW

Leaders who undergo executive coaching can improve their leadership effectiveness by up to 80%." (PLOS ONE, 2021) ([PLOS](#)).

Is Your Organisation Thriving or Languishing?

Organisations today face a multitude of paradoxes and dualities, often feeling caught between a rock and a hard place.

These challenges can significantly impact growth, profitability and sustainability, creating unseen forces that disrupt the flow of progress. At Turmeric Group, we typically encounter organisations grappling with a mix of the following five leadership challenges:

Resistance

The energy pulls and felt but unseen forces that stem from the need to constantly adapt and evolve can be overwhelming. Our work with clients help leaders embrace and lead change, fostering growth and innovation while navigating the complexities of transformation.

Lack of synchronisation around shared goals

Misaligned goals result in inefficiencies and conflicts that weaken outcomes. We work to ensure that team goals are harmonised with the organisational vision, creating a cohesive environment where everyone is working with common intentions.

Communication barriers

Effective communication is crucial for building trust and psychological safety. Our focus is on enhancing the skills needed to balance proactivity with humility, to foster curiosity and enhance connection at a deeply human level. This approach clears misunderstandings, allowing space for dialogue that would otherwise not happen and, in other words, are versed at the art of 'attunement'.

Inadequate leadership capabilities

Developing conscious leaders who are inherently connected with themselves is essential. We prepare leaders to balance doing with being, encouraging them to spend more time reflecting, contemplating, self-examining, and balancing judgement with curiosity. This profound development that spans cognitive, emotional, physical and spiritual dimensions is crucial for leaders to get the best out of themselves and their teams.

Less than desirable employee experience

Insufficient engagement that is 'felt' but 'unseen'. We address these roots, enhancing leadership strategies to attract and retain top talent and improve the overall reputation of your organisation. By fostering an engaged workforce, we help create a thriving organisational culture.

Our offerings enable you to develop the relevant capabilities and strategies to address these challenges. By partnering with Turmeric Group, you can transform these pain points into opportunities for growth and progression.

The cost of inaction

Failing to address these issues can severely hinder your organisation's potential. The consequences include:



Increased Turnover

Talented individuals may leave if leadership fails to engage them effectively.



Reduced Productivity

Leadership shortcomings can cripple your team's operational effectiveness.



Undermined Competitive Edge

Internal struggles can allow competitors to outpace and outperform your organisation.



Stunted Growth

Ineffective leadership can halt progress, making it difficult to adapt and innovate.

What to consider

The cost of not addressing these leadership challenges is high, and the time to act is now. Turmeric offers a proactive approach to evolving your leadership dynamics.

By engaging with our tailored offerings, you can:

- **Revitalise your leadership:** Expand your leaders with the capabilities and insights needed to navigate today's unfolding backdrop and lead with confidence.
- **Align your team:** Foster a cohesive environment where aligned goals drive strategic success and operational effectiveness.
- **Boost employee engagement:** Create a culture that attracts and retains top talent, where every team member is engaged, and
- **Develop your competitive edge:** Empower your leaders to not only respond to changes but to anticipate and capitalise on them, ensuring your organisation remains at the forefront of your industry.



Our approach

Mindful of root causes and a multiplicity of layers.

At Turmeric, we encourage an embodied approach to leadership development, recognising that effective leadership transcends cognitive understanding and taps into deeper psychological and physiological responses.

Our offerings do more than address the visible symptoms of ineffective leadership; they dive deep into root causes and the multilayered dynamics that underlie these challenges.

Understanding the whole leader

We acknowledge that past workplace experiences, including negative encounters such as dealing with difficult colleagues, can leave lasting impressions. These experiences often shape how leaders react in the workplace, potentially triggering responses that may not support them in their current roles and relationships.



Embodied awareness

Our approach integrates the understanding that the body and mind are interconnected. By assessing not just the actions but also the somatic and emotional responses of leaders, we help them recognise patterns that may be holding them back. This awareness is crucial for breaking cycles of behaviour that can lead to repeated leadership downfalls.

Trauma-informed leadership development

We provide a safe, supportive environment for leaders to explore and heal from past traumas. Recognising that these past experiences can influence present behaviour, our trauma-informed approach ensures that every leader has the opportunity to address these issues directly. This not only aids in personal healing but also enhances the health of their relations and impact on others.

Preventative strategies for sustainable leadership

By addressing these deep-seated issues, we help prevent the recurrence of leadership toxicity, ensuring that your investment in development yields lasting results in service of the organisation's health. Our goal is to equip leaders with the tools they need to respond to workplace challenges in healthier, more productive ways, fostering a resilient and adaptive leadership style.

Invest once, benefit continuously.

DID YOU KNOW

Organisations with strong leadership development initiatives have up to 37% higher employee engagement rates. This is crucial as engaged employees are more productive, creative, and less likely to leave. (Gallup).



Our philosophy

Integrating this deep, embodied understanding into our leadership development work means that issues are less likely to reoccur, saving your organisation from repeated expenditures and little, no, or unsustainable desired changes.

This preventative approach builds stronger, more aware leadership teams that drive your organisation forward with confidence and competence.



Our process

and how we carry out our work

Inquiry

You're the expert. We start by inquiring into the current reality, seeking out shared clarity on your needs, helping you to better articulate the core challenges faced by your leaders and/or leadership team(s). The aim is to develop a shared understanding of what needs to change and what a desired future state looks like.

Design

The supportive interventions are designed to maximise impact through simple, impactful and sustainable approaches. The key is to focus energy, effort and time on the few things that will carry the greatest value. In principle, we maximise connection, relevance and focus and minimise putting pressure on already stretched leaders and teams.

Delivery

Our executive coaches carry out any necessary preparation for the individual leaders and/or the team to show up prepared and with a willingness and keen interest in participating. For individual coaching this means a short thought exercise or using a profiling instrument, if preferred. For team coaching, it will involve thought provoking exercises and reflecting work and/or a profiling instrument. Delivery of a team or individual coaching session follows.

Evaluation

Success criteria and measurements are co-created at the start of a client contract. These are iterated and reviewed frequently to maximise relevance and clarity on progress/outcomes achieved. These also serve as critical insights and content for leaders to demonstrate positive change and transformation through storytelling.

Our offerings p.1

After an initial discussion and discovery, you can choose from three distinct packages designed to cater to varying needs ranging from targeted marginal gains to more systemic and sustainable leadership transformation. The design of these offerings is based on over 20 years of experience working with a diverse range of organisations and achieving breakthrough results with 100s of executive leaders and teams from a range of organisations across most industries and aims to reduce the uncertainty around costs.

Tier 3: Immediate Marginal Gains

- Designed for executive leaders and teams needing intervention and development support on specific needs to maximise the leader(s) and/or teams' immediate contribution in line with organisational strategic intentions and requirements.
- Involves inquiry and design work to tailor the intervention in line with root causes, presenting dynamics, hidden forces and locked up collective energies getting in the way of desired progress. Interventions tend to focus on individual executive coaching with select executives.

Tier 2: Significant Medium-Term Progress

- Designed to support leaders and teams requiring deeper intervention to address blockages, frictions and conflict, as well as real hidden and latent enablers concealed by a lack of synchronisation.
- Involves a combination of team-based and individual executive coaching for members of the team who may play a disproportionate role in leading strategic desired outcomes. Team-based coaching is focused on the connection between executive leaders and alignment on shared goals - transitioning existing working practices and behaviours from optimising local outcomes towards seeking systemic value.

Tier 1: Sustainable and Systemic Impact

- Designed for organisations seeking desired change on systemic challenges currently undermining the performance of the business. This systemic intervention enables us to work with your executive or senior leadership team to generate interpersonal connections, synchronise on shared goals and intentions, significantly enhance the level of influence of your executive leaders with relevant stakeholders and expand the value generated within the leadership team across the wider organisational culture and community.
- This more scaled intervention involves working with stakeholders beyond the executive or senior leadership team to maximise impact across interfaces and the eco-system as a whole. Examples of enhancements from this intervention are improvements in cultural conditions: increasing the level of distributed leadership for a business with a 'hierarchical' legacy, creating a more inclusive workplace, and developing a culture that balances performance with wellbeing.

Service Offerings p.2

See what our packages include.

ELEMENTS	TIER 3	TIER 2	TIER 1
Inquiry and Diagnostics	✓	✓	✓
OneTeam Workshops (1-2 days)		✓	✓
Session 1: Connection		✓	✓
Session 2: Synchronise on shared strategy and goals		✓	✓
Session 3: Synchronise on Eco-system and Stakeholder Management			✓
Session 4: Synchronise on Embedding Ingredients for Culture and Continued Growth			✓
Individual Executive Coaching (90 minutes)	6 sessions 90 minutes & beginning contract and end review (3 leaders minimum)	6 sessions 90 mins Beginning contract and end review	6 sessions 90 mins beginning contract and end review REDUCED COST
CEO Systemic Space			
Explore the Systemic Context (see explanation on page 10)		Session available as an extra	10 monthly sessions
Alignment Conversations, Reviews and Tripartite Reviews (see explanation on page 10)	✓	✓	✓ REDUCED COST
Stakeholder Inquiry Conversations, Insights, and Feedback Compilation (see explanation on page 10)			6 stakeholder sessions
COST	Email for pricing	Email for pricing	Email for pricing

Service Offerings p.3

Understand what some of the elements mean.

Space for CEO to Reflect on Systemic Context

This element offers a dedicated space for CEOs to engage in deep reflection on the broader systemic context of their organisation. It involves reviewing and navigating challenging power dynamics with stakeholders and team members, examining business dilemmas critically, assessing and enhancing both individual and collective team capabilities, and addressing personal paradoxes and energy management. This reflective practice enables CEOs to align their actions and strategies more effectively with the organisation's goals and challenges.

Alignment Conversations, Reviews and Tripartite Reviews

Alignment conversations are strategic discussions involving the CEO and the HR Director, focused on aligning human resources practices with the overall strategic direction of the organisation. These sessions include intervention design, scheduling, planning, and review processes. Tripartite reviews further expand these discussions by including an additional senior leader or consultant, enriching the dialogue and ensuring that multiple perspectives are considered in decision-making. This collaborative approach ensures that leadership development initiatives are well-coordinated and directly support the organisation's objectives.

Stakeholder Inquiry Conversations, Insights, and Feedback Compilation

Stakeholder inquiry conversations are designed to gather deep insights and feedback from a wide range of stakeholders both inside and outside the organisation. This process involves structured dialogues that explore stakeholders' perceptions, expectations, and experiences with the organisation's leadership and strategies. The insights gathered from these conversations are then compiled into comprehensive feedback reports that provide valuable input for leadership development, strategic planning, and organisational improvement efforts.



Implementation Process

Our structured approach ensures that each leadership program is seamlessly integrated into your business processes, providing maximum benefit without disrupting ongoing operations. Don't let unresolved leadership issues undermine your success.

Contact Turmeric today to learn how our services can transform your leaders and secure the future of your organisation.

What Sets Us Apart

We pride ourselves on delivering distinctive solutions that uniquely position us in the field of leadership development.

A systemic perspective

We believe in addressing the full spectrum of leadership challenges—not just the symptoms, but with an acknowledgement and understanding of root causes. Our holistic strategy integrates personal development, team dynamics, embodied leadership and organisational culture into one coherent programme.

Evidence-based methodology

Our approach is grounded in the latest research on organisational behaviour, psychology, neuroscience and somatic wisdom. This ensures that our approaches are relevant and suited for the unfolding conditions surrounding business, and scientifically validated.

DID YOU KNOW

Organisations with comprehensive leadership development are 1.8 times more likely to have high cultural competence, which is critical in today's global business environment. (McKinsey).

DID YOU KNOW

Companies with mature leadership development offerings are 3 times more likely to handle change effectively by having leaders who can adapt to rapidly changing business environments. (Harvard Business Review).

DID YOU KNOW

Effective leadership development can improve decision-making quality by up to 75%, which is crucial for navigating complex business landscapes. (Zenger/Folkman).

DID YOU KNOW

Leadership development significantly impacts retention, with companies showing strong leadership development being 20% more likely to retain their top talent. (Corporate Leadership Council).

Specifically customised

We recognise that each organisation is unique. Unlike one-size-fits-all approaches, our services are highly customised to meet the specific needs and challenges of your leadership team and organisational goals.

Catalytic and Socratic

Our approach is catalytic and Socratic, leading to deep, reflective learning, embodied awareness, and critical thinking that generates lasting desired changes rather than quick fixes. They are designed to be integral pieces of a larger developmental puzzle, ensuring holistic growth and systemic impact rather than isolated, localised gains.

Advanced integration technology

Utilising targeted, fit for purpose tools and platforms, applied learning is engaging, accessible, and effective across various formats—whether in-person, online, or hybrid settings.

Fluid and adaptable

Fluidity is key when the unfolding conditions are constantly changing. Our services are designed to be flexible, allowing us to quickly adapt to changes within your organisation or industry without losing momentum.

Win-win partnership

We view our clients as partners in the development process. This collaborative approach ensures that our interventions are co-create with your strategic vision and that we are jointly invested in achieving the most relevant outcomes.

Balancing performance with wellbeing

A core tension faced by all business leaders is balancing the need to drive performance and progress with a sensible duty of care for those who deliver in line with the organisation's objectives. We have developed tried and tested ways to help leaders learn how to balance these needs (which can often be contradictory) for themselves and with their teams.



Meet Our Team



Samreen McGregor
Managing Director

Samreen McGregor is a multifaceted Executive Coach, advisor, and global citizen, whose 25-year career spans a rich diversity of roles and experiences. As a daughter, parent, entrepreneur, and executive coach, she leverages a deep well of personal and professional insights to help leaders succeed authentically, without compromising their core values or personal well-being.

Her coaching approach transcends conventional checklists, focusing on a customised and profound methodology that has empowered thousands of individuals and teams worldwide. Samreen's interventions enable leaders to harness their whole selves, driving exceptional performance improvements and contributing to organisational success systemically, without the need for personal self-sacrifice.

Samreen is also an award-winning author, recognised for her impactful contributions to leadership literature. Her work and thought leadership have been featured in prominent publications such as Forbes, Fast Company, HR.com, and HRD, among others. These accolades underscore her authority and influence in the field of leadership development.

Throughout her career, Samreen has collaborated with numerous high-profile brands, delivering tangible step-changes in leadership effectiveness and team dynamics. She holds a BA in Political Science, an MSc in Business Systems Analysis and Design, and a PGDip in Counselling and Psychotherapy. As a Hult Ashridge accredited coach and a trained practitioner of Dr Eli Goldratt's Theory of Constraints, she is professionally trained in Organisational Behaviour and Systems Thinking. Her continuous professional development includes studies at the Metanoia Institute and an ongoing exploration into Naturopathic Medicine, enhancing her ability to facilitate holistic health and well-being in leadership and organisational cultures.

Samreen's multicultural background—half Venezuelan and half Indian—enriches her global perspective. Having lived, studied, and worked across Latin America, the US, and Europe, she brings a unique international dimension to her work. Currently residing on the outskirts of London with her husband, two children, and two energetic dogs, she balances her professional pursuits with a commitment to health, travel, photography, and writing.



Glenda Marchant

Glenda Marchant is an accomplished Executive Coach, facilitator, and experienced Non-Executive Director with over 25 years of senior management experience in the Media Industry. Her coaching and facilitation styles are firmly rooted in the reality of the commercial world, driven by her deep understanding of operating in challenging environments where change is endemic, and solutions are not always obvious.

As a Publishing Director, Glenda oversaw the launch and development of the highly successful Stylist Magazine, its digital brands, and live events, growing the commercial business from £0 to £10.5 million in under four years. She employs psychometric testing to underpin her coaching and has worked across varied industries, including Beauty, FinTech, Retail, Finance, and Football. Glenda coaches individuals at all levels, helping them develop as leaders, build resilience, confidence, and embrace change.

Having worked with corporations like NewsUK, Hearst, and Time Inc., as well as the creative start-up Shortlist Media, Glenda is uniquely positioned to adapt her coaching and facilitating style to the culture of any company.



Adam Pacey

Adam Pacey combines over 20 years of leadership experience in major corporations with creative coaching practices and neurolinguistics to support individuals, teams, and organisations. His deep understanding of human and organizational behaviour, coupled with a friendly and straight-talking style, helps clients challenge their realities, gain new perspectives, and take conscious control of their desired outcomes.

Before transitioning to executive coaching, Adam led teams of change professionals at finance and fintech firms in the City of London, overseeing multi-million-pound transformation programs and large portfolios of change across Europe, Asia, and the US. Adam is a certified coach, member of the International Coaching Federation, Gallup Strengths Coach, Lumina Spark practitioner, and a Master of Neurolinguistics.



Anthony Kasozi

Anthony Kasozi, a Ugandan-born British citizen, believes in the power of inclusive, open dialogue and collaboration to foster attentive and caring intergenerational and interspecies living. With over 30 years of diverse experience in sectors such as public benefit, profit, and humanitarian action, Anthony has held key roles in management, leadership, consulting, and coaching at organisations like Unilever, Coopers & Lybrand, and Ashridge Consulting.

Anthony's multidisciplinary expertise spans sales and marketing, finance, economics, international relations, psychology, organisational development, philosophy, and poetry. His clientele includes international humanitarian organisations, academic institutions, and private companies in finance, as well as leaders and managers in both public and private sectors.

As a published author, Anthony contributed to "Coaching in Times of Crisis and Transformation" and co-authored "The Leadership Shadow." He also writes reflective poetry, contributes to academic programs, and speaks at conferences on leadership, coaching, and development.



Amrita Sen Mukherjee

Amrita Sen Mukherjee is a dedicated Wellbeing Expert, Positive Psychology Coach, and accomplished Portfolio GP specialising in Posttraumatic Growth and guiding high-performing professionals through life transitions. She creates environments of psychological safety and individual curiosity for personal and team growth, across sectors such as the NHS, finance, education, and media.

As an EMCC Accredited Coach at the Senior Practitioner level, Amrita aligns clients' core values with their vision, focusing on mental fitness, wellbeing, and empowerment. She has conducted groundbreaking research on Posttraumatic Growth in Doctors with Invisible Disabilities, published in the British Journal of Health Psychology. Amrita is Co-Chair of the Disabled Doctors Network, EDI Lead at The Joyful Doctor, and an active Disability Advocate. She also serves as a Trustee for the Thomas Wall Trust and is an ambassador for Doctors in Distress.

A sought-after TEDx speaker, Amrita shares her expertise on wellbeing and equality across platforms such as BBC News, podcasts, webinars, and international conferences.



Stuart Neilson

Stuart is a seasoned international leader and professional mentor with a results-driven approach, backed by a diverse career across industries like FMCG and medical devices. He has held key roles at global giants such as Cadbury Schweppes, Novartis, and The Sivantos Group (formerly Siemens Hearing), where he led teams across 70+ countries and drove revenue growth at four times the market rate.

Recently, Stuart has focused on private equity-backed startups, applying his expertise in strategy, culture building, and value creation. A strong advocate for authentic leadership, he believes in achieving results through people and has successfully mentored future leaders worldwide.

With a background in Business Studies from Leeds University and a rapid rise through sales and leadership roles, Stuart's approach to leadership has become a global model. He's also a Partner at the Future Work Forum Think Tank, where he promotes a more human and respectful approach to leadership.

FAQ

What specific outcomes can we expect from your leadership development programmes?

From our leadership development interventions, you can expect enhanced leadership skills and improved team dynamics. We use a holistic approach which involves a combination of the more classical leadership development aspects combination the rational and emotional aspects of leading with deeper embodied elements, helping leaders integrate mind and body for optimal performance. Participants will resolve conflicts, align personal goals with organisational objectives, and gain critical competencies relating to how they react, behave and interact. Our approach fosters adaptability, resilience, and a culture of continuous improvement.

How do you tailor your programmes to fit the unique needs of our organisation?

Each programme is customised through a thorough initial inquiry of your organisation's specific goals, challenges, and culture. We then design tailored interventions that align with your strategic objectives, ensuring relevance and maximum impact.

What methodologies do you use in executive coaching sessions?

Our executive coaching uses a relational approach that blends several schools of thought related to psychodynamic theory. We draw on Rogerian theory to create safe and spacious environments for individuals and groups to grow awareness, reflect, and connect through embodied forms of dialogue. Gestalt perspectives help us bring a holistic and present-focused approach, allowing clients to focus on what matters most. We employ an appreciative perspective to build on existing strengths and use systemic thinking to maximize outcomes for the entire system. Additionally, we incorporate the Theory of Constraints to help clients focus their efforts and investments on the few things that matter most, optimizing performance within finite time and resources. A combination of neuroscience-based practices and embodied and somatic approaches is used to balance the need to protect well-being with the demands of high performance, helping leaders navigate complex challenges and achieve sustainable success.

What qualifications and experience do your facilitators and coaches possess?

All our executive coaches, facilitators and advisors are tenured in business experience, and expertise and invest in relevant qualifications, accreditation and supervision. Our team is passionate about the work and desired changes we co-create with our clients.

How do you measure the impact and success of your programmes?

Success criteria and measures are developed with our clients in partnership and iterated on a regular basis to reflect any changes presented by the unfolding context surrounding the business current reality. Our attention to these measures at key points enable the interventions to remain relevant, impactful and able to cultivate lasting desired enhancements.

What is the duration and structure of a typical leadership development programme?

Our client interventions can vary in duration, typically ranging from a few weeks where a targetted approach for a marginal gain is sufficient to a matter of months where the coaching support is interlaced with time for applied learning. Each leadership development contract will consist of an inquiry phase, a level of design work and a series of reviews proportionate to the life cycle of the intervention.

How do you ensure confidentiality and sensitivity to internal issues within the leadership team?

Confidentiality is paramount in our work. We establish clear agreements and protocols to protect sensitive information and ensure that all discussions within the programme remain private and secure. All our work is bound by non-disclosure agreements.

How flexible are your programmes with respect to ongoing or changing needs during the programme?

Our programmes are designed to be fluid, allowing for adjustments as your needs evolve. This flexibility ensures that the development remains relevant and effective, despite changes in conditions and priorities.

What support is provided post-delivery to ensure sustained impact?

Post-delivery support includes follow-up sessions, refresher workshops, and ongoing coaching to reinforce learning and ensure the continued application of evolving capabilities, practices and behaviours.

Can you integrate your leadership development with our existing HR processes and systems?

Yes, our offerings are designed to integrate with your existing HR processes and systems, enhancing and complementing your other people, management and executive initiatives.

What are the risks and common challenges associated with your offerings, and how are they mitigated?

Common challenges include resistance to change and time constraints among leaders. We mitigate these by closely involving stakeholders in the design process, clearly communicating benefits, and ensuring the initiatives are as the development maximises time efficiency and enables people to 'do the work' as they learn and adapt their practices.

Are your services available in different formats (in-person, online, hybrid)?

Our services are available in various formats to best suit your team's needs, including in-person, online, and hybrid models, ensuring accessibility and flexibility.



Turmeric

Where leadership meets legacy.



DID YOU KNOW

Companies that rate highly in leadership capabilities are 5 times more likely to be seen as innovators in their fields, according to research by Bersin by Deloitte.

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