

Key Questions For Business Leaders



STRATEGIC GROWTH

- Is our leadership team aligned and driving growth?
- Are we maximising customer relationships and finding new ones?
- Do we support our people to be strategic with their time?

5x more

it costs five times more to acquire a new customer than retain an existing customer.
(Harvard Business Review)



TOMORROW'S LEADERS

- Are we geared up for the development of tomorrow's leaders?
- Have we identified our high-potential individuals?
- Have we clarified the skills needed to thrive at leadership level?

<19%

of leaders said their organisations were effectively developing leaders before transitions
(Pease and Wellins)



TALENT RETENTION

- Do we attract and retain the best quality people?
- Do we recognise and develop our rising stars?
- Is the organisation a place where people truly want to work?

>£30k

cost to recruit a new executive
(Orbit SSI research)



HYBRID TEAMS

- What are we doing to drive employee engagement?
- How cohesive are our leadership teams?
- How are we grappling with the challenges of hybrid working?

60%

of hybrid workers admitted to feeling less connected to their team and colleagues.
(Microsoft Office Workers Survey)



WELLBEING

- How focused are we on the physical & mental wellbeing of our people?
- Do we give a healthy balance between support and challenge?
- Are we bolstering workforce resilience during difficult times?

72%

of professionals surveyed are experiencing moderate to high levels of stress
(Champion Health Workplace Health Report)

**YOUR PEOPLE
YOUR MOST VALUABLE ASSET**



**Challengers.
Enablers.
Trusted Advisors.**

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About Orbit

If you are looking for a business partner who will deliver tailored programmes designed to develop your most important and valuable asset - your people - Orbit is for you. A specialist people development consultancy with expertise in:

Dynamic Leadership

Empowering, energising and engaging your key people.

Sales, Growth & Productivity

Utilising the latest techniques and scientific research to maximise your financial performance.

Team Effectiveness & Employee Engagement

Delivering high-performing teams, company-wide engagement and inspirational culture.

How Do We Do It?



ASSESSING • COACHING • TRAINING

Assessing

We have a range of carefully selected behavioural and functional assessment tools we use to form the foundations of your bespoke Orbit programme.

Coaching

Coaching your team, as part of your programme, often plays a major role in building longevity and achieving tangible results that are sustainable and focused on the organisation's specific goals.

Training

We share powerful, relevant material via compelling, interactive workshops that are entirely geared to the firm and its objectives.

Benefits of working with Orbit:

- ✓ A highly engaging programme that delivers clear, tangible benefits and ultimately drives growth.
- ✓ Provide a vehicle that creates headspace for your senior leaders to think strategically.
- ✓ Identify tomorrow's leaders and invest in them giving them the tools required to deliver now, and in the future.
- ✓ Ensure everyone in the organisation knows how they contribute to the vision and annual targets.
- ✓ Give your people the skills to achieve 'trusted advisors' status, thereby maximising customer relationships.
- ✓ Ensure accuracy, high levels of customer service and reliability are prevalent throughout the firm.
- ✓ Provide ways for everyone to interact more effectively internally, enabling ways to create High Performing Teams.
- ✓ Create an environment where people really love to work.

THE NEXT STEPS

If you are keen to know more we are offering:

1

VIDEO CALL



A discovery call via Microsoft Teams or Zoom regarding your current thoughts, challenges and aspirations for developing your people. Also, during this call, Orbit will present what we have to offer to dynamic organisations.

2

DISCUSSION DOCUMENT



Orbit will produce a discussion document reflecting the topics discussed in the discovery call and what a bespoke Orbit programme could look like for your firm.

3

HOSTED MEETING



Orbit will offer to host a meeting for your firm, using the discussion document. The objective will be to work on the document with your team to refine it.

Also, to explore how the document could be used as the basis for a bespoke Orbit people development programme.

Let us know what you would like to do next by emailing amanda.p@orbitbusinessdevelopment.com our Office Manager with your thoughts, possible dates and contact details.

OR

**REQUEST
A CALL**



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Alpha FMC is a global consulting firm to the asset management industry, offering sector-focused consultancy and tech services to support clients across the transformation lifecycle. Orbit provide ongoing leadership consultancy to prepare Alpha's rising stars for tomorrow. The programme format includes individual coaching sessions and group workshops to empower high-flyers to think differently on their journey to becoming Directors.

"There is no other consultancy that I know of that can offer this strength of resource where you have genuine specialists that will come on-site, able to understand your problem quickly, talk to your people in their own language and come up with solutions."

Alex Heasman
Executive Director, Alpha FMC

"Orbit's skill in understanding our business has been key to tailoring the programme very specifically to our needs. We want to promote talent from within, we already know the people who are going to be the next leaders of Alpha. We recruit lots of great people externally, but what we have seen from the Orbit programme is a real energy and clarity coming through in our people's minds about performing to step up."

Joe Docker
Executive Director, Alpha FMC

Our Business Team

Andy Hewitt

Managing Director



As an experienced leader with 25 years cross-sector experience in B2B and B2C, Andy brings best practice from his time as Commercial Director with Nestlé and Procter & Gamble.

Vicki Jackson

Senior Consultant



An NLP Business Coach with a strategic board level background and a wealth of experience in customer engagement for blue-chip finance and FMCG brands, Vicki contributes great expertise in the development of Orbit programmes.

Michael Luckett

Senior Consultant



A highly-qualified business coach and non-practising lawyer. Mike worked for Ashurst LLP and has a background in international law recruitment.

Gill Barstow

Customer Services Director



The head architect of Orbit programmes, Gill leads many of projects and understands well the kind of business challenges busy executives face. She also understands how to achieve the best outcomes and is a trusted advisor to our clients.

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