



PERFORMANCE

Exploring human potential

Helping people and organisations navigate change and thrive



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M-A-P: Your Culture (Cultural Diagnostic)



M-A-P: Your Team (Spotlight Profile)



M-A-P: Your Team (Sport-to-Business)

- Do you want to create a high-performance culture within your organisation?
- Do you want your team to embody the values of the organisation?
- Do you want to improve your ability to navigate change and perform under pressure?
- Do you want to attract, and retain, the best talent?
- Do you want to increase collaboration, creativity, engagement and innovation?

M-A-P: Your Culture

Our comprehensive cultural diagnostic service will provide a deep insight into your organisation, which allows us to collaboratively create a bespoke programme of support aligned to our Meaning-Authenticity-Purpose (M-A-P) philosophy

Understanding the unique needs of your people and organisation is the foundation to successful growth.

Utilising proven assessment strategies, we ensure that everyone's voice is heard. This provides a holistic insight into the exact challenges and goals, allowing us to develop a bespoke and purposeful support programme for maximum impact.



Engagement tools include:

- Observations
- Interviews
- Focus groups
- Spotlight Profiling
- Surveys

Our Approach:

- 1 Create a psychologically safe space to facilitate strong trusting relationships
- 2 Engage with key stakeholders to build a holistic understanding of organisational needs
- 3 Collaboratively create a bespoke programme for meaningful long-lasting change

As external consultants we are uniquely placed to provide an alternative and honest perspective.

By asking the right questions in a safe and confidential space we can facilitate deep reflection, which is the foundation for meaningful problem-solving and change.



M-A-P: Your Team

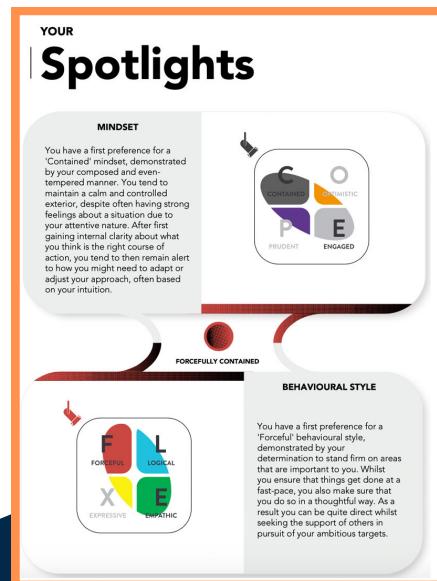
Spotlight Profile

Using a contemporary profiling tool born out of elite sport, we help individuals and teams identify how they naturally react under pressure and reflect upon that behaviour.

Each team member will complete a 'Spotlight Profile' and then engage in reflective practice to enhance self-awareness. Within a psychologically safe space we then facilitate meaningful team discussion, in order to practically apply the learnings to your organisation as a whole. This session allows honest reflection about potential 'blindspots' which can be impacting negatively on performance.

In both sport and business, change is the only constant. Often we must navigate this change under intense pressure, which can make us rigid, less adaptable and limit our potential.

The ability to successfully navigate change can be the defining factor that gives us an advantage over our competitors.



Spotlight encourages people to reflect on their 'performance preferences', allowing conscious change and resulting in enhanced problem-solving.

Sport-to-Business

This bespoke workshop has been specifically designed for business managers and senior leaders.

We apply the lessons from the elite sporting world (Premier League football and Olympic squads) to your business to cultivate a high performance environment; giving you the edge over your competition.

The workshop will cover how to:

- Develop high performance teams and cultures
- Navigate change to maximise individual, team and organisational potential
- Create sustainable, long-term performance (and well-being) under intense pressure

As experienced Sport and Performance Psychologists, we know how to support high performance people, teams and organisations in elite sport and business.

Feedback From Clients

98%

Psychologically safe environment

94%

Increase in self and team awareness

88%

Ability to navigate change

Survey responses submitted by a Senior Leadership Team
after attending a Teams Day






"I have learnt so much about myself through this programme. It has helped me reflect on my practices, mindset and values and myself as a person, which will undoubtedly help me improve in my role and will impact the rest of the team that I manage."

Director of People and Culture

Contact us to start your journey



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Dr Nick Wadsworth is a Chartered Sport and Performance Psychologist who has over eight years experience working in an applied context with elite sporting organisations. Nick is also a Senior Lecturer in Sport and Exercise Psychology at Liverpool John Moores University.



Ben Paszkowec is a Consultant Psychologist who has worked with elite sports individuals and teams for over eight years. Utilising his personal experience as a football player at a Premier League football club, Ben has developed performance psychology programmes for Olympic/Paralympic athletes and corporate organisations.