



The 3Qhub Aspiring Leader Academies



Aspiring Leader Academies

Our Aspiring Leader Academies are focussed on supporting firms with their succession plans and ensuring that their emerging senior talent; directors and aspiring directors are suitably trained and supported. Our Aspiring Leader Academies have been designed to help prepare future leaders with the skills they need to be effective within senior leadership roles.

Our Academy Aims

Our Aspiring Leader Academies have been designed by leadership experts to support Aspiring Leaders to:

- Transition from 'operational thinkers' to 'strategic thinkers'
- Enhance their learning in what it means to be an effective senior leader and to develop both their internal and external self-awareness
- Build a solid network with their Academy cohort to build a long-lasting, support network.

We have four Aspiring Leader Academies for firms to select from based on which skills and areas of development are the highest priority for them.

Solution to Succession Challenges

Current senior leaders within firms will have plans to retire from the business at some point in the future and their task will be to ensure that they are preparing the next generation to advance the business going forward. Our Aspiring Leader Academies focus on two core delegate profiles:

- **Target** – where particular individuals have been identified to have the potential to step into specific roles and therefore require specific developmental support.

- **Talent Pool** – where the focus is on future roles as opposed to specific positions identifiable at the present time. The aim is to identify pools of talented people, each of whom have potential to be adaptable and capable of filling either a variety of roles based on function or potentially succeed a predecessor at some (currently unknown) point in the future.

An Aspiring Leader Academy can contain a mix of both Target and Talent Pool delegates or delegates may all fall within one profile.



Firm Responsibilities

Firms will need to identify their senior team members with the right skills and potential to fill key senior positions and will need to identify their Target and Talent Pool delegates to attend their Academy. The identification of Target and Talent Pool delegates is usually based on perception of potential, performance, timescales, existing hierarchy, resource and availability. All aspiring leaders joining the Academy should be deemed technically, and emotionally competent.

Prior to delegate selection, firms will need to:

- Identify business-critical roles and timescales
- Select which of our four Aspiring Leader Academies is the most suitable
- Identify their existing talent (Target and/or Talent Pools) and subsequently select delegates for the Academy
- Provide us with background information on each of the delegates selected for the Academy. This information is collected through our digital platform and all personal information held by us is stored securely.

Our Consultants can also support and provide guidance to firms with delegate selection. Where delegate numbers are small, firms may choose to join up with another firm within their network and hold a combined Academy.

Our Responsibilities

Our Aspiring Leader Academy Consultants are renowned leadership and professional services specialists. They will:

- Build strong rapport with delegates and understand their motivations
- Seek to develop the skills, knowledge and confidence of all delegates on the Academy
- Provide feedback to delegates and the firm throughout the Academy.

We work with firms to support their aspiring leaders with the knowledge and skills they need to move into more senior partnership positions, once the time is right.





Our Approach

Our Academies focus on senior leader succession so we would expect that only a small proportion of aspiring leaders to be part of the Academy process at any one time (suggested maximum of eight). This makes our Academy process manageable and ensures that our Academies remain integrated and structured and that each aspiring leader taking part in the Academy has focussed one-to-one time with their Consultant.

We have four Academies that we can deliver for your aspiring leaders.

**The Collaborative
Leader Academy**

**The Change
Leader Academy**

**The Business
Development Academy**

**The Elevated Client
Service Academy**

The Process



An Academy is delivered by a single dedicated Consultant who will work with the cohort throughout the whole Academy.



Stages 1 - 3

Stage 1: Academy Aspirations

Academy delegates are required to submit a pre-Academy questionnaire where they will consider and reflect on their personal aims, hopes and fears for the Academy. The firm's current senior leaders should be fully invested in this process and support delegates with their submission.

Firms will also provide us with background information on each of the selected delegates.

Stage 2: Pre-Academy Coaching (Getting to Know You)

A one-to-one session with the Consultant to discuss their aims, hopes & fears for the academy. Aspiring leaders will be encouraged to gather 360 degree feedback beforehand from their senior leaders, peers and direct line reports.

Stage 3: Facilitated Learning

This will consist of three half-day sessions, usually delivered over a six to twelve week period. The sessions are interactive, integrated and structured and build on previous knowledge. The small group sizes encourage collaboration and reflective practice.

After each session, delegates will be asked to capture and submit their action points through our portal.



The Collaborative Leader Academy

Part 1: The Collaborative Leader

- Characteristics of the Collaborative Leader
- Understanding the link between 'procedures' and 'culture'
- Self-leadership – focussing on YOU

Part 2: High Performing Teams

- High performing teams and building connections
- Understanding the difference between 'functional role' and 'personality'
- Influencing; downwards and, just as importantly, upwards and sideways.

Part 3: Talent Management

- Leader as coach
- Assessing and confirming 'Performance and Potential'
- Supporting and next steps

The Change Leader Academy

Part 1: Drivers and Responses to Change

- Commercial awareness – the drivers of change
- Becoming an influential change leader
- Self-leadership – focussing on YOU and your thinking

Part 2: The Change Process - Preparation and Execution

- Differing responses to change and potential causes
- Planning - 'why', 'what', 'who', 'when', 'how'
- Implementation – communication and support

Part 3: The Change Process - Rebuild and Feedback

- Team challenges and eventual acceptance
- Celebrating successes
- Asking for, and responding to feedback



The Business Development Academy

Part 1: What is Business Development?

- The routes to business development
- Connecting and building rapport (in person, via email, online etc.)
- Self-leadership – focussing on YOU and your thinking

Part 2: The Prospect

- Understanding the link between emotional intelligence (EQ) and connection
- Your focus - clients or services or both
- Conducting effective Prospect Meetings

Part 3: Presenting Proposals and Influencing Prospects

- Delivering effective and compelling Prospect Proposals
- Dealing with objections and negotiations
- Reaching agreement and closing the sale

The Elevated Client Service Academy

Part 1: How Satisfied Are Our Clients?

- The First Law of Service – the triggers for satisfaction and dissatisfaction
- Embedding an Elevated Client Service culture
- Self-leadership – focussing on YOU and your thinking

Part 2: Managing Expectations and Adding Value

- Understanding the link between emotional intelligence (EQ) and connection
- Client communication – your systems, processes and behaviour
- Understanding your clients – purpose, motivations and values

Part 3: Listening to Clients and Innovating

- Asking for, and responding to client feedback
- External Innovation – developing your client base and service lines
- Internal Innovation – developing a culture of innovation within your firm



Stages 4 - 6

Stage 4: Experiential Learning

Following the facilitated sessions, delegates will have the opportunity to demonstrate and practise what they have learned in a real life, work-based scenario played out with a skilled actor.

Delegates will be provided with all the relevant information they require prior to plan for their role-play. They will be observed by the Consultant for the duration of the roleplay and provided with feedback in a safe and confidential setting.

Stage 5: Growth and Action Planning

Delegates will then develop their personal action plans. Following Stages 3 and 4, delegates will now consider what their main action points from the Academy will be. Action points will be submitted to the Consultant within seven days of Stage 4 and will be collated within our 3Qhub Action Point platform. Delegates are encouraged to share these action points with their line Partners.

Stage 6: Post Academy Review

Following a period of Post Academy reflection, all delegates will have a one-to-one coaching session with their Consultant. This usually takes place between three and six months following Stage 5. The purpose of this review is to maintain momentum following the Academy and to ensure that delegates maintain accountability for their actions.



Lead Consultants



Michael Siviter

Michael is the founder of 3Qhub and leads the business.

He is a qualified accountant, leadership Consultant and personal coach and has worked in various roles within professional training and consulting, practice and industry. His work with clients is now predominantly focussed with senior leaders within professional service firms supporting them with talent management, succession, change leadership and helping them develop their personal impact.

He has an energetic and dynamic style when presenting and has the ability to develop a strong rapport with his audience, helping them learn quickly and effectively. He works with professional firms of varying sizes from one partner practices to top 20 firms.

David Gallagher



David supports clients with management and leadership skills training and business coaching. He uses his vast leadership experience in professional services to help others develop.

David has worked as a senior leader in various professional service firms. He qualified as a chartered accountant at Grant Thornton. He spent many years establishing himself on the Audit & Accountancy CPD circuit. In 2012, he moved to MHA MacIntyre Hudson; first as the firm's technical director before rising to technical and training partner. During this time, he managed the growth of the firm's technical and compliance team and helped to develop the firm's international network global audit methodology.

John Sharkey



John specialises in leadership, management and personal skills training within professional services firms. He supports clients with both team recruitment and retention and works as an executive leadership coach.

John is a qualified accountant, trained counsellor and engaging presenter.

His presentations are renowned for their energy, enthusiasm and practical relevance and for challenging participants. John has spent almost 30 years working as a leadership Consultant supporting senior leaders develop emerging talent and has worked with a diverse range of professional firms. He has worked in senior leadership positions for many years and builds long lasting relationships with his clients.



Academy Cost



All six stages for up to eight aspiring leaders

**my3Q member
£15,000 + VAT**

**Standard
£16,500 + VAT**

Plus Consultant's travel expenses

Find out more

If you would like to explore our Aspiring Leader Academies in more detail, then please contact Kaye Davis, our Head of Operations at kaye.davis@3Qhub.com.

We can also support you with delegate selection and identifying which of our four Aspiring Leader Academies would be the most suitable for your aspiring talent.

We are able to design and deliver bespoke Academies for your aspiring leaders. The cost for designing and developing these will incur additional charges. Please speak with us.



Get in touch

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