



Space2BE

*Leading the way in outstanding consulting,
executive coaching and leadership development
support since 2003*

2023/2024 Information Deck

www.space2be.co



**CELEBRATING
OVER 20 YEARS OF
CONSULTING
EXCELLENCE**

A note from the Founder



2024 continues to be another year of confident consolidation and courageous change. In recent times we've learned that complacency is a luxury no business, team, or individual can afford. The ever-evolving external market environment continues to challenge and inspire us all to focus, adapt and innovate to protect and sustain.

In the following pages, we outline how Space2BE supports our clients with the delivery of change. We do this under three change practices encompassing 30 diverse areas of work, in which we engage with leaders daily, gaining valuable insights into the challenges and opportunities they face. Our daily immersion helps us understand the critical aspects of strategic focus and people-centric approaches that are essential for the sustainability and growth of organisations in today's disruptive environment. We recognise that staying ahead of the curve is imperative, and we are committed to assisting you in this journey of transformation.

Our dedicated change team, includes 50 highly skilled consultants, executive coaches, executive mentors and board-level facilitators.

At Space2BE, we firmly believe in the power of collaboration. We invite you to reach out for informal discussions to support your decision-making and prioritisation processes. It's always great to connect!

*Kindest regards,
Karen*

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Who are we?

Complex, fast paced, disruptive and increasingly competitive are just some of the realities of our world of work. Given this context, our clients need help. Space2BE solves business problems across all sectors. We advance the results of organisations, teams, and individuals by shifting mindsets, building confidence, developing capabilities, and building competitive advantage.

Specifically, we help you:

- deliver individual, team, and systemic change;
- create thriving work cultures for the benefit of all;
- be the best version of you;
- create leadership teams you are proud to be part of; and
- achieve business sustainability.

We are your strategy and people partner that creates the change you want to see.



Our philosophy on change

The business of change is fundamentally human - continuous, complex, contextual, and necessary.

Despite the ongoing presence of change in our lives, people typically aren't good at change - defining it, accepting it, doing it, managing it, or leading it. Often arriving as an addition to the day job, the crucial requirement for mindful planning and experiencing of the change process is often absent, as your people partners we lead, co-create, and support your business in moving individuals, teams, and whole systems through change journeys.

Equipped with decades of corporate change experience and world-class systems and models, our consultants alongside their clients to provide solid sounding boards, guidance, and expertise.

Change is personal. As executive coaches, we work with individuals and teams, as consultants we support whole organisations. We deliver the change solution to the right point in a timely manner.

Our Clients

Space2BE is proud to have worked directly alongside a variety of clients over the past 20+ years, and help brands like these in their strategic objectives.

Would you like to know about some of our recent projects? [View them here](#)



Core Change Practices



STRATEGY & PEOPLE CONSULTANCY

Strategic planning and organisational development to optimise performance by aligning its business and team strategies with its people, culture, and processes.



EXECUTIVE & LEADERSHIP EFFECTIVENESS

Enhanced executive and leadership effectiveness by proactively building Board, Executive, Leadership and cumulative capability.



CAPABILITY BUILDING

Strategically aligned capability building experiences that deliver the desired behavioural and leadership impact.

CLICK





Strategy & People Consultancy



Your business / organisation requires up to date strategies that reflects external and internal changing market conditions. Space2BE provide consultancy and workshop experiences that deliver just that.

In addition to providing you with a safe, well-structured and thought provoking environment to update your core business strategy, Space2BE also provide detailed advice and support for your critical, well thought-out people & culture strategy. Space2BE are advanced thinkers in the space of creating these strategies and supporting you in building the processes, capabilities and systems that will deliver the people strategy over time.

Our experience tells us that the strengths important to you when being supported in this work are strong board and leadership team facilitation, strategy, leadership effectiveness, culture, cultural change, organisation development, employee engagement, high performing teams, leading & managing change, and talent management. We have demonstrated our work in these areas through our strategic programmes below:

- ✓ Assessment - proactively identifying the strengths and potential in your talent pool
- ✓ Cultural Change - shifting the silent language
- ✓ Employee Engagement - creating the conditions that induce employee discretionary effort
- ✓ High Performing Teams - ensuring the 'whole' really is greater than the sum of its parts
- ✓ Leading and Managing Change - building the right mindsets, processes, tools and behaviours
- ✓ Strategy Creation - upgrading your strategic plan
- ✓ Talent Management - investing in the tools, processes and behaviours that nurture, develop, and retain your people



Testimonials

[To view more testimonials, view here](#)

CLICK



"The Directors are finally working on a common agenda and meeting shared targets resulting in enhanced personal bonuses and a request from group to find out how we managed to turn this around. Mindsets have shifted certainly and even behaviourally, some of the Directors are co-coaching each other. You also personally gave me the confidence to make more of a stand with them. You were certainly significant in our lives",

Senior Director, FTSE 50



"Best consultants I've seen in the business in nearly 5 years"

**International Managing Director
Multinational Business**



"Excellent day, team feel closer, more united and aligned"

**Director
Multinational Business**



"We have worked with Karen for over a year, initially to help develop, facilitate and capture our organisation's five-year strategic plan. Karen has been focused, professional and great fun throughout the whole process. All our teams have enjoyed working with her. I doubt you will find someone more enthusiastic or energetic than Karen - she brings her A-game to every session, and I believe we received great value for money and an excellent result."

**Chief Executive
Large UK National Charity**



"Moved a team that was on the cusp of being dysfunctional to highly engaged"

**Senior Director
Multinational Business**



Executive & Leadership Effectiveness



Now your strategy is crafted, up to date and relevant, your business / organisation's success will depend on how effective your executive and leadership teams are at strategy implementation, this in turn requires Board, Executive and Leadership Team Effectiveness which is determined by their level of individual and shared capabilities.

Space2BE supports you with strategy implementation by working with your Board, your Executive Teams, your Leadership Teams, both individually and in teams; coaching, mentoring, and developing, so that they are fit for purpose capabilities to deliver your strategy.

- ✓ Agile Leadership - building advanced capabilities for advancing times
- ✓ Board Effectiveness - challenging board processes and efficacy
- ✓ Board & Leadership Facilitation - facilitating critical meetings objectively, as an external consultant
- ✓ Crisis Comms & Executive Presence - supporting public relations - if you're called to promote, protect, or defend your company's brand, be sure you know what you're doing!
- ✓ **Executive Coaching Faculties - growing your key talent all over the world***
- ✓ Executive Mentoring - connecting you with an experienced and knowledgeable mentor to guide and support
- ✓ Financial Awareness for Boards - tailoring confidential support for your top team, building critical capabilities
- ✓ Governance - supporting you to deliver the most appropriate governance for your organisational context
- ✓ Leadership Development - driving the right behaviours through powerful, authentic conversations
- ✓ Leading During Disruption - surviving during difficult times through pragmatic, targeted support
- ✓ Women in Leadership - supporting the creation of diverse leadership teams



**BEST SELLING
PROGRAMME**



Executive Coaching Faculties



Our executive coaches are adept at successfully coaching leaders across global businesses. As well as extensive 'real job' and consultancy experience, we have significant skills gained through first-class executive coaching training, qualifications and ongoing best-practice supervision. Cumulatively, this allows us to work with relevant behavioural, psychological and coaching techniques, as well as business strategies and leadership tools, creating powerful insights and outstanding, pragmatic results.

The impact of our coaching work is seen in many ways. For organisations – a healthier talent pipeline, better leadership, better business results and higher employee engagement. For individuals – promotion, new ways of thinking and feeling, positive and in some cases significant life changes, greater self-acceptance and confidence, more happiness, improved skills, enhanced self-awareness, resilience and greater determination.



"Space2BE have been providing a number of our leaders and managers with executive coaching since 2013. The measured outcomes have been excellent and without exception each coachee has found the experience to be positive, enlightening and aligned to our business. I would have no hesitation in recommending Space2BE for their professional executive coaching and leadership development services.

Managing Director – Multinational Retailer

We provide coaching solutions to raise organisational performance by creating space to think strategically and creatively, and build confidence and capability. Our coaching philosophy is based on raising self-awareness and improving capacity for self-reflection. We aim to create a safe, skilled space to voice the unspoken, facilitate new decision making, support behavioural change, provide robust challenge and feedback, share knowledge and shift mindsets.



"The Space2BE Consultant was a marvellous facilitator, presenter and able to change the pace and content of her workshops to suit the feeling and energy at the time. One of the best management away-days I have been on."

Senior Manager, National Charity



"We are really pleased with the Women in Leadership Change work that you have done – the Board have signed off the programme and can now roll out this programme as part of 'business as usual.'"

HR Director, Multinational Retailer

Testimonials



"Space2BE have been providing a number of our leaders and managers with executive coaching since 2013. The measured outcomes have been excellent and without exception each coachee has found the experience to be positive, enlightening and aligned to our business. I would have no hesitation in recommending Space2BE for their professional executive coaching and leadership development services". (MD, Multinational Retailer)

MD, Multinational Retailer



"Fantastic course, the change management content was broken down into easily understandable and practical guidance. I am confident it will have a big impact on my team's way of working."

Director, Multinational FMCG

[To view more testimonials, view here](#)

CLICK





Capability Building



Once your business / organisation's strategy and underpinning people strategy has been updated, perhaps having used one of our two service arms (Strategy and People Consultancy & Executive & Leadership Effectiveness) you will undoubtedly need to build relevant capabilities to deliver your strategy.

Space2BE provides face to face, virtual and hybrid capability building programmes for every leadership and people capability, using Space2BE's unique approach to building capabilities.

We will partner with you to co-create a bespoke programme that delivers the exact required behavioural and leadership impact required to execute your strategy. Examples of these programmes are below:

- ✓ *Collaborative Leadership - developing skills for a new way of working in a connected world*
- ✓ *Creating Transformative Spaces Online - building capabilities to maximise impact in a virtual world enhancing business effectiveness*
- ✓ *Emotional Intelligence - recognising own and others' emotions and how to manage them in different contexts*
- ✓ *Influence & Impact - developing this company wide critical capability saving millions in lost time and missed opportunities*
- ✓ *Inspiring Performance - becoming that leader that inspires others to deliver their best work*
- ✓ *Leaders as Coaches - blending of leadership coaching skills and practical application for organisational life*
- ✓ *Negotiation Skills - developing your CORE business skill*
- ✓ *Presentation Skills - making everyday business processes more exciting and impactful*
- ✓ *Resilience & Wellbeing - building awareness, motivation and abilities to honour, nourish and sustain human beings in a challenging world*



Testimonials



"A very useful coaching programme and a very engaging facilitator!"

Director, Corporate Banking



"This was the best training programme I've ever been on – I can certainly say my influencing skills are now significantly improved".

Senior Manager, FMCG, FTSE 50



"Simon was excellent at training us in negotiation, the content was brilliant and easy to apply and he was very entertaining".

Senior Manager, FTSE 100



"Practical influencing workshop delivered by two competent, happy, and positive presenters".

Senior Manager, National Charities



"The course instructor was very engaging and had great knowledge of our business considering they were an external provider. This meant attendees were interested in the content and it was relatable..."

Manager, Multinational Retailer

[To view more testimonials, view here](#)

CLICK



Our Space2BE Team

Our work is delivered by **notably experienced, high impact leadership developers** who excel at challenging, supporting and developing leaders every day.

For a full list of our faculty, visit our website [here](#).



*Karen Griffin, MSC, MBA, PgDip, FCIPD
- MD, Board Advisor, Executive
Coach, Senior OD Consultant*



*Graham Smith, MBA -
Board Facilitator &
Executive Coach*



*Helen Sachdev, BA(Hons), PgDip,
CGMA ,FCMA - Board Advisor &
Executive Coach*



*Jonathan Bowman-Perks
MBE, MBA, MA - Board Advisor &
CEO Executive Coach*



*Jan Baptiste-Grant, MSC, MBA,
Dip - Executive Coach*



*Dr. Sally Bonneywell, Phd, MBA,
PgDip - Executive Coach &
Senior OD Consultant*



*Steve Martin -
Transformation Coach*



*Lindsey Harding, MSc, BA(Hons) -
Executive Coach & Consultant*



*Gwen Stirling, MBA, MSc -
Senior OD Consultant*



*Sarah Smith, MSc, BA
(Hons) - Executive Coach*



*James Rutherford -
Executive Coach*



*Sarah Myatt, MSC, BA (Hons) -
Executive Coach*



*Jennifer Campion, MSc, BA
BAI - Executive Coach*



*Tammy Tawadros, MSC,
MBPsS, MCIPD - Executive
Coach & OD Consultant*



*Kate Lanz, MBA, BSc Psych
- Board Advisor &
Executive Coach*

Why work with us?



OVER 20 YEARS OF EXPERIENCE IN CREATING BESPOKE EXPERIENCES THAT CONSISTENTLY DELIVER



90% OF OUR WORK IS REPEAT BUSINESS AND REFERRALS



WE UNDERSTAND STRATEGY AND ARE GOOD AT SIMPLIFYING THE PROCESS OF CREATING IT SO TEAMS FEEL INVOLVED AND INSPIRED



QUALIFIED COACHES AND CONSULTANTS THROUGH CREDIBLE PROVIDERS AND OUTSTANDING REPUTATIONS



OUR DEEP EXPERTISE IN BUILDING TRUSTING, HIGH PERFORMING RELATIONSHIPS TAKES YOUR TEAM TO THE NECESSARY 'SPACES' TO ACHIEVE 'REAL BEHAVIOURAL CHANGE'



LIVED AND LED BUSINESS CHANGE FOR OVER 25 YEARS IN HIGH PERFORMING BUSINESSES

The Space2BE Impact

The impact of our work in this area is directly seen in the results of your business; greater employee engagement, enhanced capability, increased efficiency, greater strategic focus, aligned leadership, effective problem-solving, an empowered workforce, happier customers, and stronger financial outcomes.



"Over the last few months we have worked with the senior team at Space2BE, they have provided excellent support to our board as we have looked at our cultural evolution in the context of a demanding high performance business.

Space2BE have been highly responsive, knowledgeable and skilled at influencing our senior stakeholders in challenging, highly productive sessions, which have been important in the continued progress of our collective development.

On top of this, they've been enjoyable to work with and we look forward to continuing the relationship as they provide ongoing support on key projects."

- Board Director, Multinational Retailer

Thought Leadership

Space2BE's Podcast – People, Performance, Leadership & Love

Enlightening conversations with Leaders, Practitioners, Experts, Authors and anyone with deep experience and insight into the world of work in the 21st century.

[Listen to our podcast here](#)

Blogs of Latest Thinking

In addition to our Space2BE People, Performance, Leadership & Love podcast, we regularly share our thinking through short blogs relating to:



[Strategy & People](#)



[Executive & Leadership Effectiveness](#)



[Capability Building](#)



Thank You

If you would like to discuss anything in this information deck, we would love to hear from you. Connect with us on LinkedIn, our social pages, or via email below.

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