



coaching • leadership • teams • culture  
**FULL POTENTIAL GROUP™**  
*Transforming potential into exponential results*

Transformational coaching,  
leadership and team specialists  
delivering exponential business results

*“If we all did the things we are capable of doing  
we would literally astound ourselves”*

THOMAS ALVA EDISON

# an amazing difference

*"In more than half of the people on the programme I can see a real difference. In a third I can see an amazing difference. Coaching is now vital to our business."* Profit is up 39% year on year. CEO, TESCO CLOTHING

FPG is one of the UK's top transformational coaching, leadership and team specialists. We maximise the potential of people and organisations by partnering with them to transform and sustain their coaching, leadership and team-working capability - delivering exponential results.

Our approach is characterised by the powerful blend of business focus and pragmatism with simple, easily-transferrable, transformational tools, behaviour and mindset techniques, which increase and sustain personal and business performance.

# step-change performance and potential

*"The results have been clear: a significant change in behaviour in terms of how colleagues relate to each other, frank and open discussions around performance issues and a greater sense of ownership across all teams."* HUMAN RESOURCES DIRECTOR, RHM (now PREMIER FOODS)

We are passionate about developing the talent your business needs to excel. Let us help you release the highest performance and potential in every employee, step-change leadership contribution and drive business performance to unprecedented levels.

We are known for developing:

- Transformational leaders – strategically nurturing new thinking
- Powerful, engaging managers – delivering results through their people
- Proactive, personally-responsible, resilient employees – making a radical difference on the front line
- Fully-competent, highly-skilled internal coaches – igniting latent capability within the organisation
- Enlightened, leading-edge teams – operating at the next level
- High-performance, high-engagement organisational cultures – dramatically impacting the bottom line

FPG will help you to realise exponential ROI from the people in your business.

# catalysts for change

*"The feedback blew my socks off. In my entire career I have never had feedback like this."* HUMAN RESOURCES DIRECTOR, PORTMAN BUILDING SOCIETY (now part of NATIONWIDE)

We act as catalysts for many top organisations – leveraging the potential of their people. Our clients are not afraid to take a bold and significant stand for leadership development and managerial effectiveness. They want people to be fully engaged in creating a proactive, high-performance culture where they are empowered and encouraged to take personal responsibility for their actions and decisions, and to grow and expand their thinking. These clients include:

4Delivery / AstraZeneca / Audi / BBH / Black & Decker / Bovis Lend Lease / Cancer Research UK / Clyde Materials Handling / DLKW / figleaves.com / Friends Provident / Foster Wheeler / Gate Gourmet / Geopost / Grosvenor / Hitachi / HJ Heinz / Home Delivery Network / ICI / Javelin Group / KCOM Group / Leaseplan / London Borough of Haringey / Manpower / Medtronic / Mouchel / NHS / Panasonic / Portman Building Society / Rank Group / RHM / Rolls Royce / Royal Mail / Skoda / Starbucks / Southco / Tesco / The Carphone Warehouse / United Utilities / VW Group / Westminster City Council / William Hill

# our vision

*FPG transforms organisations. We'd like you to be inspired by our pragmatic team of leadership experts, coaches and facilitators and by our vision for changing the way people work and the results they achieve:*

## To unleash profound potential in people and organisations

...by delivering simple, powerful, pragmatic tools and locking on to attitude and mindset to transform profound potential into real results.

## To ignite transformational leadership and coaching capability

...by dramatically raising the 'vibrational frequency' of leadership and coaching in organisations: challenging leaders, executives and their teams to ignite latent capability, maximise performance and engagement, and deliver unrivalled bottom-line success.

## To transform the way people work and the results they achieve

...by challenging, transforming and liberating the way people work: creating engaging, empowering, high-performance organisational cultures where people excel.

# our services

## Coaching

- coaching skills for managers
- accredited coaching programmes
- in-house coach development & licensing
- developing a coaching culture
- one-to-one coaching
- career planning
- personal branding & networking
- outplacement coaching
- coaching across cultures
- coach supervision
- 360° coaching assessments
- psychometrics

## Leadership

- full potential leadership programmes
- executive one-to-one coaching
- leader as coach
- leading yourself & others through change
- transforming & maximising relationships
- 360° leadership assessments
- psychometrics

## Teams

- board and team facilitation
- team coaching
- fortifying teams in transition
- optimising team dynamics & potential
- cross-functional team alignment
- team retreats

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# our values

*Values matter. That's why we live and breathe our values in the work we do and in every client interaction:*

**Inspiring** ...because we have seen, experienced and unleashed many transformations, we can spot potential early on in a relationship and hold the vision for future potential.

**Fresh** ...because our passion, enthusiasm and energy for releasing full potential into the business world shines through in everything we do.

**Catalytic** ...because we ignite potential and take our clients on incredible journeys after which no-one is ever the same.

**Authentic** ...because we believe that being our real, true, best self and acting with total integrity empowers us to unearth the potential in every individual, group, team and organisation we work with.

**Commercial** ...because every one of our team has a solid business background, so we hold the strategic outcomes required by our clients and understand the pragmatic results of harnessed potential.

# what sets us apart?

*“What we liked about Full Potential Group was their highly-pragmatic, instantly usable ‘coaching in the moment’, non-theoretical approach – firmly linked to business results.”*

MANAGEMENT DEVELOPMENT DIRECTOR, WILLIAM HILL

*There are six important reasons why organisations choose to work with us:*

## **Deep partnership with clients**

We dig deep to understand your organisational vision and strategy: aligning leadership, coaching and people development with business results, breathing new meaning into existing HR systems and procedures, and building robust processes for buy-in, ROI and sustainability.

## **Pragmatic, commercial people development experts and coaches**

Our team of commercial, business-focused experts is best-in-field. They keep essential theory to a minimum, focusing on step-changing how people lead and manage ‘in the moment’, using real-plays not role-plays, with immediate on-the-job application.

## **Transformational ‘full potential attitude’**

We reach beyond project, task or skills to focus on behaviours, attitude and mindset: fully potentialising people, fast-tracking personal development and creating positive, high-performance, high-engagement, can-do corporate cultures in which results are truly transformed.

## **Holding strategic potential**

We deliver value far beyond any programme. We challenge and stretch preconceived ideas, truly care about outcomes and consistently hold the higher potential of the business to reflect how far beyond existing goals it can reach.

## **Challenging the future**

We challenge accepted ways of thinking and encourage clients to step into a new way of being. Likened to the iron hand in the velvet glove, we identify 'hard' and 'soft' performance measures – and the methodology by which we will track them – from the very outset.

## **Building internal capability**

We transfer transformational coaching and leadership capability in-house, identifying and up-skilling internal champions as well as creating qualified internal expertise, and cascading ‘full potential attitude’ and impact throughout the organisation.

# ...genuine results

*“FPG were exceptional at really understanding our business. They have been a real partner. In fact, I would even describe them as a challenging employee. They really do understand the subtleties of our business and where we are trying to take things.”* ORGANISATION DEVELOPMENT DIRECTOR, UNITED UTILITIES

*FPG’s fully-integrated approach enables organisations and individuals to create:*

- High-performance mindsets and sustained behaviour change
- Positive, creative, empowering cultures
- Genuine bottom-line results

...full potential people  
...high-performance organisations