

## Leadership Consultant

***“To free the world from mediocre leadership, one manager, one team, one organisation at a time”***

Leading companies trust Dove Nest Group to improve their business performance by creating sustained behavioural change in their people. We pride ourselves on industry leading innovative bespoke solutions for Engagement, Leadership Development, People and Team Development, Leadership and Business Agility, Talent Development and Change Leadership supported by our in-house Psychology business where appropriate.

**Location:** Role based in Crooklands and Crosthwaite, Cumbria with travel nationally for delivery at venues and client sites. In person and Hybrid working considered.

### Remuneration Package

- Competitive Salary
- 37.5 hours per week (Monday – Friday)
- 33 days annual leave
- Annual paid Well-being day
- Health Assured EAP
- A Range of Health and Wellbeing Resources
- Discounted accommodation at our Lake District Venue, subject to availability.

### Behaviour & Values

- **Passionate** about **developing people**
- **Give twice** to receive once
- Demonstrate **compassion** and **courage** in all that we do

**Reports to:** Operations Director

Leadership Consultants, like all employees, are expected to act as role models for Dove Nest Group behaviours, to uphold the values and to encourage and promote the development of other employees.

### Role Purpose

The Leadership Consultant role is expected to manage all end-to-end activities in designing and delivering our promised solutions to our clients, in line with our business expectations. The role also requires extensive collaboration and consultation with clients and other Dove Nest staff.

### Key Responsibilities

#### Programme Design and Delivery

- Design and develop bespoke learning and development solutions, integrating experiential exercises and professional qualifications where necessary.
- Delivery of solutions and programmes, including experiential exercises, coaching and evaluations.
- Understand the client organisation and culture, to build the best solutions to meet their needs and budget.
- Understand the client representative and their role within the organisation, to maintain a strong client relationship collaboratively with the Account Manager.
- Prepare materials and briefings prior to each programme, and liaise with other facilitators, technicians, support staff and associates to ensure smooth running of the programme.
- Continuously review and evaluate solutions on an ongoing basis, in accordance with Dove Nest standards and client needs.
- Delivering within the agreed commercial parameters of each programme, as confirmed by the client.

- Work with Operations Director to ensure all programmes are resourced with suitably qualified and experienced staff to match the client requirements,
- Establishing and maintaining relationships with associate consultants, to ensure all staff are delivering with the appropriate quality and style.
- Be a qualified experienced and competent business coach, capable of building strong relationships with clients.

## **Business Development and Commercial Support**

- Support business development activities both in terms of preparation of solutions and presentations where appropriate.
- Provide subject matter expertise content to business development meetings.
- Build strong client relationships to nurture current and new business opportunities.
- Work in collaboration with the client engagement team, develop and demonstrate understanding of the client environment and current and future challenges.

## **Research and Service Development**

- Be knowledgeable and inquisitive about appropriate models and theories for use in programmes, design and delivery.
- Keep abreast of current developments and trends in the L&D, business and management world.
- Continuously evaluate and improve interventions and create new interventions in response to new client needs when appropriate.
- Engage in knowledge sharing with other Leadership Consultants, including models and theories, feedback, and best practice.
- Mentor colleagues within the business.

## **Person Specification**

### **Experience**

#### **Essential**

- Substantial skills and experience in presenting and facilitating in people development solutions.
- Design and structuring programmes to meet client needs accurately and provide a demonstratable return on investment.
- The ability to engage and inspire learners to grow and develop through facilitation, whether this is face to face or virtual.
- Outstanding project management skills demonstrating the ability to prioritise appropriately.
- Commercial and business acumen, to support business development,
- The ability to work autonomously and independently, but also as an integrated part of a team to ensure best practise.
- Exceptional interpersonal skills and a proven track record of influencing – we are a people business!
- A passion for continuing professional development.
- The ability to establish and maintain long-term working relationships.
- Prepared to travel to meet the needs of the business, this will include overnight stays.
- Where appropriate deliver nationally and internationally, which may include unsocial travel and work hours.
- High levels of emotional intelligence, resilience, and persistence.
- A full clean UK driving license.
- A valid Enhanced DBS Certificate or be willing to apply for one with our help.

## **Desirable**

- Broad spectrum of experience in learning and development interventions, at all levels from graduate to board.
- Experience in the entire learning and development cycle, including design, delivery, evaluation and refinement.
- Relevant professional training qualifications, such as CIPD, ILM, MBA or other relevant masters.
- A desire to 'break the mould' and push the boundaries with new / innovative ideas.

This organisation is committed to safeguarding and promoting the welfare of learners and expects all staff and volunteers to share this commitment.