



THE HELIX CONSULTANCY

People Development



We help businesses to grow and succeed
by developing the potential of their people

Management Development

Coaching

Facilitation

Training

www.helix-consultancy.com



THE HELIX CONSULTANCY

People Development

Business Challenges

We are not born with the ability to lead and manage people; we develop these skills through experience and learning from others.

It is hardly surprising then that when individuals, highly successful in their field, are promoted to management positions, they often need support and guidance in their new roles.

Teams sometimes need help to overcome internal differences, particularly when those differences start to impact on business results.

New managers may lack confidence and certain skills, and senior managers frequently need an objective viewpoint to help with their strategic decisions.

The contribution of individuals has a direct impact on the performance and profitability of your business. So it makes absolute sense to develop those people who are responsible for delivering your goals.

Our solutions are practical designed to engage and inspire people to achieve more

A Focussed Approach

We are a team of experienced management, coaching, training and human resources specialists.

Our skills include leadership and management development, communication, HR policy, psychometrics and recruitment.

- We dig deep – to find out what you and your business really need.
- Whatever your needs, we identify the specialist skills and approach required, and ensure best fit with our team.
- We know how to engage people in the learning process - and have fun.
- We're not afraid to challenge the status quo - we have a reputation for tenacity.
- We think on our feet – and will adapt and evolve a solution to ensure you get the best possible result.
- We will help you generate effective solutions, clear plans, and measurement of the outcomes.
- We stay with it – providing support and challenge to help you achieve those outcomes, and get the most benefit from our work together.

The Helix Consultancy can help you to:

- Solve work and management dilemmas.
- Optimise the skills of your managers.
- Maximise team performance.
- Develop new leaders.
- Improve employee motivation and commitment.
- Maximise staff retention.
- Align the effort and performance of your people to your business results.
- Achieve personal and business objectives.

Our aim is to help our clients to reach the next level
and there always is another level

Helix Solutions

Management, performance and executive coaching

- One to one support – confidential and flexible.
- Confidence building for new managers.
- Objective support for experienced leaders.
- Support to help good managers excel.
- Career planning.

Tailored skills training including:

- Presentation skills.
- Leadership.
- Coaching.
- Finance.
- Interviewing.
- Communication.
- Delegation.
- People management.

Team development

- Help to improve motivation, performance and communication.
- Help to achieve deadlines and objectives.
- Facilitation of team away days and meetings.

Organisational strategy development

- Communication.
- Employee engagement and development.
- Management development programmes.
- Change and change management.
- HR strategy, policies and plans.



A sample of client feedback

"All Helix consultants have shown a genuine interest in both the needs of the business and the people they are working with. They are open to feedback and their continuing enthusiasm and ideas have provided the Learning and Development Team with a source of inspiration. Their support and advice has been hugely appreciated".

[Amanda Lowe, HR / Learning and Development Strategy - Ofgem](#)

Ofgem results include:

Faster career development – within 12 months, 32% of those with a Helix Coach were promoted or got the internal move they wanted compared with only 12% of their peers.

Improved staff retention – after 12 months 95% of those staff with a Helix Coach were still with the organisation. Of their peers who had not been coached, 26% had left the organisation.

"The trainer managed to deliver the programme at exactly the right level for retail managers in the highly competitive charity sector. He understood the dilemmas and pressures they face. This training provides an excellent platform for further development."

[Neil Pilling, Area Manager - Oxfam](#)

"Thank you for your assistance with our team building / business planning away day. I do appreciate your invaluable assistance in achieving Phase 1. It has been a pleasure working with you".

[Stuart Laird, Claims Manager - Amlin Insurance Services](#)

"The team away day left us feeling positive and energised and the effects have been much more useful and long lasting than any other team building event I have attended".

[Andy Nicholls, Head of Procurement - Ofgem](#)

"We specialise in providing experienced contract staff to major blue chip pharmaceutical companies. By working closely in one-to-one sessions with some of these individuals, Helix coaches have helped them with their self confidence, negotiation skills and ability to present information in a highly challenging market place".

[Sarah Eadon, Consultant - Clinical and Biometrics - James Harvard Pharmaceutical](#)

Contact us for more information

01223 691 621
enquiries@helix-consultancy.com
www.helix-consultancy.com

Mill House, Mill Court, Great Shelford, Cambridge CB22 5LD