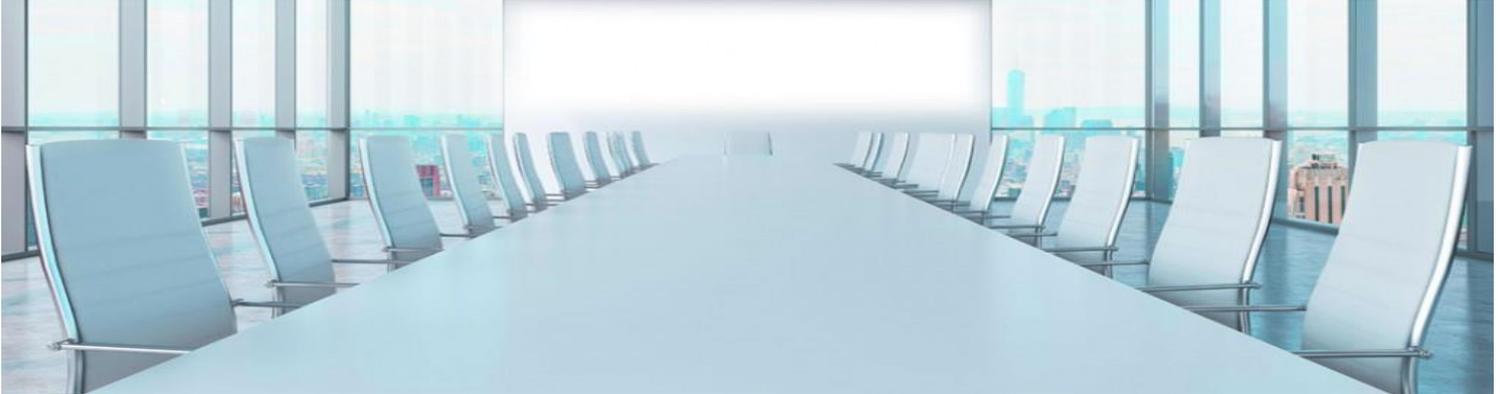


STRATEGIC INFLUENCING MASTERCLASSES

IMPLEMENTING DYNAMIC AND PROGRESSIVE CHANGE



Background

Nationwide is the World's largest building society with 17,000 employees, over 750 branches, assets of £200 billion and 15 million members. They are one of the largest savings providers, a top-three provider of mortgages in the UK and have a relationship with almost a quarter of the UK's population.

As a Top 3 large employer (Sunday Times Best Company survey 2016), naturally Nationwide invests in its people. Part of their £11 million investment over the past year has focused on supporting the development of its leaders.



Challenge

As leaders progress through Nationwide, they are able to access a range of Senior Executive Masterclasses to support their performance. Aziz was chosen to run 'Strategic Influencing' Masterclasses for around 115 delegates, with the aim of shoring up their skills and behaviours in developing gravitas and confidence, building trust and collaborative working relationships.

The Masterclass provided the opportunity to address delegates' current challenges. A particular theme for divisional leaders and heads of department was around support with structuring and delivering compelling messages for a variety of audiences, as they approach the task of implementing dynamic and progressive change across their business.

The Aziz Programme

A series of tailored one day Masterclass programmes was designed to cover:

- Influential leadership and sources of power
- Building trust & productivity even in conflict
- Strengthening gravitas & inner confidence
- Structuring a compelling case for different types of audience
- Practical application of skills and feedback exchange



Benefits

The cohort learned a lot from each other too and opened up, creating a strong bond between people from different teams. A couple of attendees went as far as saying it was the most useful training they had ever had.

As a follow-up to the course, all attendees were provided with clear reminders to refer to and work on in the future.



Delegate comments

"Without doubt one of the best development classes in a very long time, thank you."

Martina Weymer
Head of Member Services

"There was a wealth of information that I will definitely use in practice and even try to help teach to my team."

David Gibson
Head of Development

"I enjoyed applying the tools to my current issues to bring the learning alive."

Michelle Steel
Head of Transformation

"Excellent tailored to the needs of our group and individual situations."

Wendy Nicholls
Leadership and Talent Development Manager

"Strategic Influencing appears regularly on development plans."

Helga has skillfully supported many of our leaders to understand influencing with greater clarity and provided pragmatic guidance to help overcome influencing challenges."

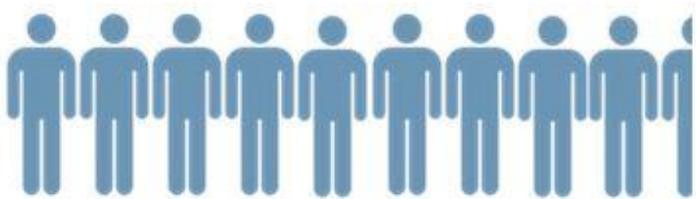
She has consistently received exceptionally positive feedback from our delegates."

Katy Walton
Leadership and Talent Development Manager



"Influencing involves shaping the thinking, feeling and behaviours of others to produce a desired outcome. It draws on skills of persuasion, selling and motivation, but steers clear of manipulation and coercion."

Helga Davies. Aziz Senior Consultant



93.75% believed these Masterclasses were a good investment in their development