

Customised Solutions 2019



Equipping
leaders to build
the future



Create your own butterfly effect.

Propel your organisation forward by equipping your talent with the tools they need to spread their wings.

As global competition for talent intensifies, visionary companies are increasing their investment in people strategy as a critical pillar for growth and performance. Without the ability to attract, retain and develop the best people, organisations risk being left behind.

IMI is the only provider globally ranked by the Financial Times for the provision of customised executive education. By partnering with IMI, you're ensuring the development of your people and organisation in the areas critical to business growth.

What we offer

The IMI Customised Solutions team will support you and also challenge you to think differently about people development, advise you on alignment of your talent strategy with strategic drivers and strive for enhanced performance across the board.



A Learning Partnership

To equip you with the tools you need to deliver what's best for your organisation.



A Wrap-Around Service Team

With our award winning in-house design and innovation team, client success and service teams.



Experience Worth Talking About

Over 60 years equipping leaders to build the future of their organisations.



A Network of Expertise

Through our network of 240+ associates and leading thinkers from around the globe.



Real-Time Design and Tracking

Through our benchmarked reporting methodologies and impact indicators.

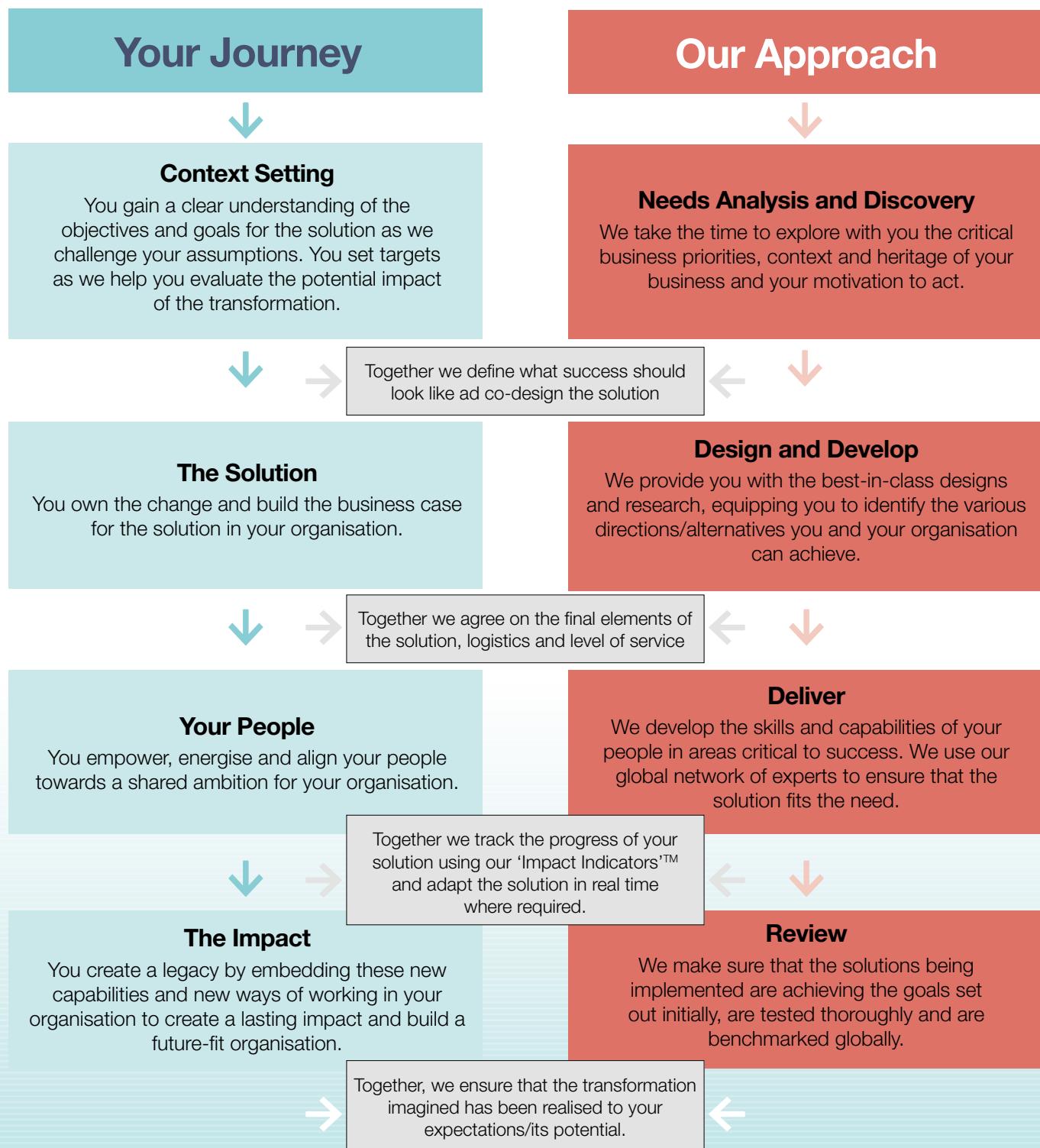


A Community of Leaders

Through IMI Membership, connecting you with Ireland's senior business leaders and giving you access to a network of talent experts in the exclusive Talent Forum series.

Your Journey, Our Approach

We equip leaders to build the future of their organisations. We go on a journey of discovery to see what that future looks like for you and help you shape a vision based on real-world issues, ambitious targets and decades of knowledge.





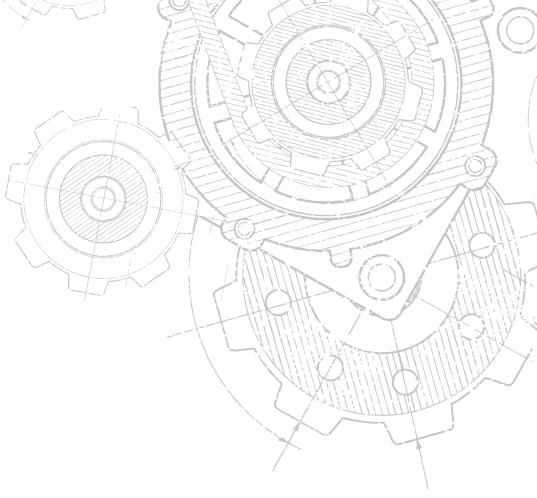
IMI Customised Solutions

For many organisations, the problem is knowing where to start, so we've broken down what we do into categories of solutions that address the most common challenges the modern organisation faces.

These will grow and develop based on your requirements and, if you don't see your challenge below, our team will work with you to define it and successfully tackle it.



Senior Team Facilitation



Who this is for

Board, CEO and Senior Teams

To successfully deliver on your organisation's strategy all your leaders need to be on the same page.

Through a customised and facilitative process, we will work with your leadership to design, develop and deliver strategies to support your organisation and equip leaders with the tools they need to always ask the right questions.

Through our customised work, senior team participants will learn to create buy-in with stakeholders, build team cohesion and create engagement within a team to encourage innovation and growth.

By looking at your organisation collaboratively and with a values-based leadership lens, your senior team and organisation can achieve a step-change in performance.

What our Clients say

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In 2017, we partnered with IMI on a customised ‘Leading the Future’ programme for the senior leadership team at Pfizer Global Financial Solutions Europe (Pfizer GFS-E). One of the core objectives of the programme was to define our strategy going forward and to examine how we, as a leadership team, were working together. Our interaction as a senior team has been greatly enhanced as a result of the programme. From a practical perspective, the programme enabled us to develop a cohesive blueprint for how we evolve as a team. We also developed a clear and concise brand and articulation of our vision which now allows us to communicate with impact and leverage opportunities in the wider Pfizer world.

Padraic O'Neill,
Managing Director, Pfizer GFS-E



Who this is for

C-level, Senior Leadership and Directorship Level

Senior Leadership Development

For experienced leaders, it is often discovering how to find the right questions and to develop an agility in thinking and behaving that is crucial to formulating and delivering upon an overall vision for their organisation.

In today's increasingly complex world, leaders need to think innovatively to meet the unique challenges they face in an ever-changing, globalised marketplace.

For strategic planning and change management, a distinctively personal approach to those challenges is required. We'll help you align innovation with strategy, vision with capabilities and drive bottom-line value.

Through case studies, strategic blueprints, peer-to-peer discussions and active learning, these programmes will give participants real insights into their own capabilities as a leader.

What our Clients say



Glanbia is a company with ambitious growth objectives – our vision is to be one of the world's top performing nutrition companies. To continue to deliver on these ambitions, we need a sustainable pipeline of leadership talent. The IMI worked with us to design and deliver a world-class programme that challenged the participants from start to finish. The programme has been very successful and the IMI was an excellent partner in its delivery.

Martin Costello,
Former Group HR Manager, Glanbia

Dalata Hotel Group is one of the fastest growing businesses in Ireland. Key to that growth is our ability to develop and grow our own people. We have very successfully partnered with the IMI to design and deliver our Senior Leader Development Programmes. IMI brings a highly professional approach to these programmes and without IMI's input we could not achieve our ambitions. We plan to continue this partnership with IMI ensuring Dalata has a strong pipeline of future leaders that will support our growth well into the future.

Pat McCann,
CEO, Dalata Hotel Group



Senior High-Potential Leadership

Identifying and developing the future leaders of your organisation is key to success, especially for senior roles.

Who this is for

High performing individuals from a range of business functions.

Succession planning at this highest of levels is crucial for long-term, sustained performance.

We'll identify the needs of your organisation as well as the gaps in skills and knowledge of your high-performing individuals. Through skills-based training, deeply experiential learning methods and the development of leadership competencies, we'll help you create a genuine internal talent pipeline that will fast-track those star individuals to the top.

Giving your high-potential leaders the opportunity to pause and reflect on progress to date and goals for the future will help give them the drive to achieve their ambitions within your organisation, and give them a clear focus on how to realise those goals.

What our Clients say

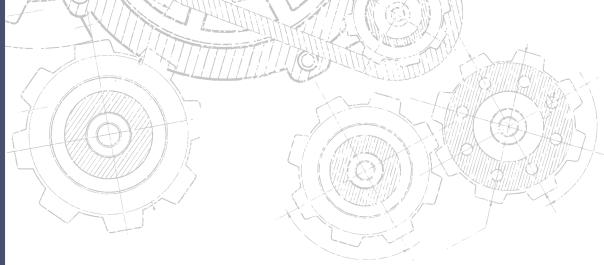


The IMI is a truly professional organisation providing innovative approaches to executive education through their Diplomas, Masters and bespoke education programmes. The experience of the Ervia Team has been second to none in dealing with the IMI and its team of professionals. Over the last four years, the IMI have worked alongside our Talent Team to deliver a suite of bespoke leadership development programmes to support us on our journey to building our leadership bench, develop successors for key roles and developing our key talent across the organisation.

Emma Mannering,
Group Talent Manager, Ervia

Ornua has partnered with the IMI on a number of key leadership initiatives over the past few years, including in the design and delivery of a Global Leadership Programme (GLP) for high potentials across our 2,000-strong international employee base. This investment in the development of a critical leadership group has considerably strengthened Ornua's succession pipeline within the organisation and we required a credible, trusted partner with reach, resources and a track record in moving the dial. The IMI is that trusted partner and they have not let us down.

Majella Darcy,
Group HR Director, Ornua



Essential Management Skills

Team managers today require a broad skill set and competencies to work effectively across different business functions and cultures.

Who this is for

Front-line and mid-level managers looking to make the next step up the ladder

From developing leadership traits that engender trust and motivation within teams, communication techniques for a modern organisation and a variety of other management methods, our customised designs give new managers the skills and confidence to take the next step in their career and help their organisation achieve a step-change in performance.

Understanding the role of the manager in the modern organisation does not come naturally to all high-performing individuals. Being able to align, implement and manage focused work plans requires an understanding of appropriate leadership styles and the ability to develop them.

What our Clients say



We successfully partnered with IMI to design and deliver management and leadership programmes. It has been a partnership that has set standards of management and leadership practice, allowing us to deliver our mission to transform patient's lives.

Aoife Brosnan,

Associate Director Human Resources, Alexion Pharmaceuticals





Graduate Development

From college to professional is a big step.

Our customised and consortia graduate programmes will be tailored to give your graduates and developing talents the commercial acumen, leadership and people skills needed in the workplace – problem solving, critical thinking, communications, and working in teams.

By developing graduates early, you can steer their career in the right direction so they feel more empowered to succeed. Research shows that by accelerating and making the value of their skills visible, your talent is more likely to remain committed to your organisation.

Who this is for

**Graduates
and new
talent in your
organisation**

What our Clients say



We partner with the IMI in the design and delivery of our personal development programme to create a programme that sets graduates up for success in Kerry. The programme is challenging throughout and the graduates are continuously expected to push themselves to higher levels of performance. Former graduates from this programme have progressed to global leadership roles within Kerry and we credit this to our focus on developing excellence within functions and the strong foundation in personal leadership which the graduate programme has instilled.

Noreen Dowd,
Former Head of Graduate Recruitment and Development, Kerry Group



Coaching for Performance

Coaching is increasingly seen as a vital tool in any leader's professional armoury, with smart organisations using a coaching culture as a key enabler of organisational performance.

A coaching approach to people management can drive a business to new levels of productivity, delivering significant return on investment. Our innovative programmes combine the most effective modern coaching techniques with a thorough grounding in modern organisational realities.

Coaching will help develop strong and authentic leaders, creating a learning and collaborative culture in your organisation; crucial elements for sustained success.

Who this is for

Managers and leaders from all levels looking to develop their coaching skills and deliver transformative change within their organisation

What our Clients say

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With a vision to be the leading building materials business in the world at CRH we understand that our people are the driving force behind our performance. With the Finance community playing an integral role in achieving this vision we see great strength in adopting a coaching culture among our leaders to increase capability and expand the leadership pool. At the beginning of 2018 we partnered with the IMI to successfully deliver a bespoke programme for our Finance Managers on the topic of Coaching that has unleashed some dynamic changes within the community. The IMI were very professional in their approach and attentive to the specific needs of our organisation. We look forward to working with the IMI into the future.

Evonne Bruton,

CRH Group Finance Manager – People and Talent

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Women in Leadership

new

Greater diversity has been proven to deliver better innovation, greater bottom-line value and employee engagement.

Who this is for

Organisations looking to develop their high-performing and senior female talent

For organisations looking to accelerate performance across the board, increasing diversity within their organisation and creating a pipeline of female talent is seen more and more as vital to achieving success.

In February 2017, IMI and the 30% Club conducted a focus group with over 50 women in senior leadership roles in Ireland. These senior leaders identified the challenges females faced in their professional lives. Through our in-house and global network of experts, we will design a programme based on the unique challenges faced by your organisation to increase diversity in your leadership team and create catalysts for change in both the culture and performance of your business.

Enable women leaders to discover their authentic leadership identity: to refine their purpose, to invest their work and ambitions with meaning and learn tools and approaches to both navigate today's complex world of work and also become future-fit.

An IMI Women in Leadership customised solution will help your female talent understand their strengths (sometimes underused, hidden or misplaced), their shadow (what might be sabotaging your best attempts) and their impact on others (not always what we intend). In the fast-changing 24/7-connected world this also means developing techniques and approaches that may be counter-intuitive: to go beyond natural survival instincts (of fight-flight-freeze) to be able to embrace change, work with both right and left brain attributes, and muster the courage to take risks in the face of the unknown.

This programme will give them the time and space to explore, develop and articulate who they want to be as a leader and the contribution they want to make to their work, life, organisation and the communities or markets they serve.

in the numbers



Over 90% of surveyed professionals feel more prepared to lead their organisations into the future having completed an IMI programme.



In the past 5 years, over 14,000 senior professionals have shifted their mindsets through IMI programmes to deliver powerful impacts for their organisation.



Nearly 500 SMEs have energised their performance and advanced their innovation potential through IMI programmes since 2014.



of the world's top thinkers have delivered inspiring thought-leadership events at IMI since 2014



IMI has empowered 2,500 organisations to deliver transformational change since 2014.

Top 50

The only one in Ireland to be ranked in the global Top 50 in Executive Education by the Financial Times in 2019.



IMI was the highest new entrant on the Financial Times European Business School rankings in 2018.