LEADERSHIP CONSULTANCY www.caia.space

CAIA IS C Leadership Consultancy for Startups & Innovative Companies

We are a global team of Business

Psychologists and Executive Coaches

passionate about helping people to become better leaders so they can grow their teams and companies in a way that is sustainable.



Too many leaders fail because companies are not preparing them for the psychological challenges of leadership.

Leadership is an asset that brings outsized returns - yet it is a skill that is often overlooked in fast growing companies.

The best leaders have deep self-awareness and build conscious and inclusive company cultures that allow their people to constantly grow and reach their goals.



We help people become better leaders through deep and engaging leadership development programmes.

Our signature one-day Leadership Growth Programme is designed for leaders at all levels of the organisation to reach their full leadership potential. Together, we explore the behaviours and mindset shifts you want to commit to in order to grow in your leadership. The programme is facilitated by highly experienced leadership psychologists with 10+ years of experience developing leaders of FTSE100 organisations globally.

LEADERSHIP GROWTH PROGRAMME

- Learn what great leadership means, including the mindset required for sustainable leadership effectiveness
- Increase self-awareness by understanding your unique psychological leadership profile strengths, blindspots & risk areas
- Enhance your levels of empathy and deepen your understanding of how to leverage your teams diversity
- Practice core leadership skills including coaching and giving and receiving challenging feedback
- Apply an evidence-based management toolkit to overcome the psychological challenges of leadership

APROACH

Our leadership development approach has been carefully designed to ensure learnings are not only transformational during the workshop but are translated into practical actions that facilitate sustainable growth at the individual, team and cultural level.



BRIEFING CALL

A 30 minute briefing call to understand your needs and align on expectations and success criteria for the programme.



PRE-WORK PSYCHOMETRICS

Participants to complete COA Values Psychometric Assessment before the program to receive insight into what drives them.



1 DAY LEADERSHIP WORKSHOP

Participation in an energtic and immersive group workshop tailored to your unique context and needs.



GROWTH IMPLEMENTATION

Walk away with concrete actions and a toolkit of resources to ensure the learnings from the workshop are implemented effectively post workshop.



DEBRIEF CALL

A 30 minute follow up call with you to check in on progress and support in further embedding learnings.

SAMPLE REPORT

VALUES ASSESSMENT

The pre-work of the Leadership Growth Programme includes a values psychometric assessment designed for leaders and organisations to define and refine their company values in a way that is theoretically grounded, nuanced and immediately actionable.

Authenticity

People who value authenticity tend to have a desire for self-expression and tend to prioritise being true to themselves above conforming to social normalize their lives in alignment with their own values, beliefs, and personality predetermined mold. They are genuine and honest in their communication façade or mask. This creates a sense of trust and authenticity in their relatively are dealing with a real, honest person.



RISK FACTORS

People who are highly driven by authenticity may become so focused on the they become closed-minded to other perspectives. This can lead to a lack their thinking and decision-making. They may struggle to consider other vie finding common ground with people who have different beliefs. Another poon authenticity can sometimes result in a lack of tact or diplomacy. When so being authentic, they may prioritize being honest and direct over being tac feelings. This can cause problems in situations where diplomacy is necess navigate complex social dynamics.

QUESTIONS

How would you describe your current approach to authenticity? How has it influenced your interactions with others and your

TIPS

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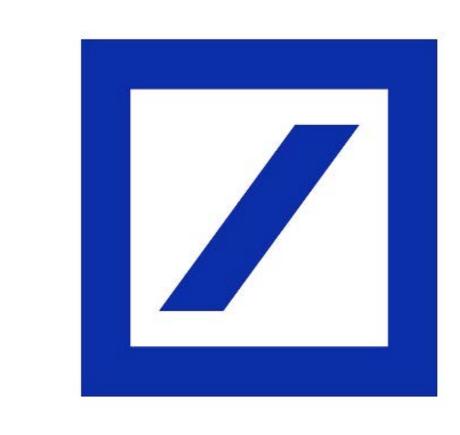




































CLIENT FEEDBACK



JASPER BOS
Global VP of Talent, Adevinta

"My highlight of the Talent Strategy Workshop facilitated by CAIA was the number of light bulb moments the team had. Love Lara's energy and her unique way of being able to hold the room with a wonderfully charismatic and authentic style."



MARKWARD
Co-Founder, Thrive

"9/10 for CAIA's Leadership Growth Programme. My highlight of the workshop was the practical coaching exercise. It was really eye opening and immediately applicable for our managers".



DAN MURRAY
Co-Founder, Heights & Secret Leaders

"CAIA's Leadership coaching solution is one of the best investments we've made as a startup. CAIA helped us understand what our strengths and blindspots are individually and as a leadership team, which has been an invaluable learning for us and will help us build a company culture where people can thrive. Lara & Simona are flexible, personable and very professional, which makes them a pleasure to work with."



STEVE ANDERSON
Accounting Lead, Ember

"My highlight of the Leadership Team Workshop was sitting down with my colleague as part of the constructive feedback session - I felt like a weight was lifted. We had a good relationship before but as two men I don't necessarily think we had been that open or vulnerable with each other. Came away feeling more connected to him. ALSO Lara - was excellent and engaging. Could listen to her speak all day."



ELLIOT GOLD
Co-Founder, Work.Life

"CAIA created a really easy process with defined goals to work towards and clear milestones in place throughout our project together. They then delivered against these milestones as they said they would, and we got exactly what we asked for (a rarity these days)."



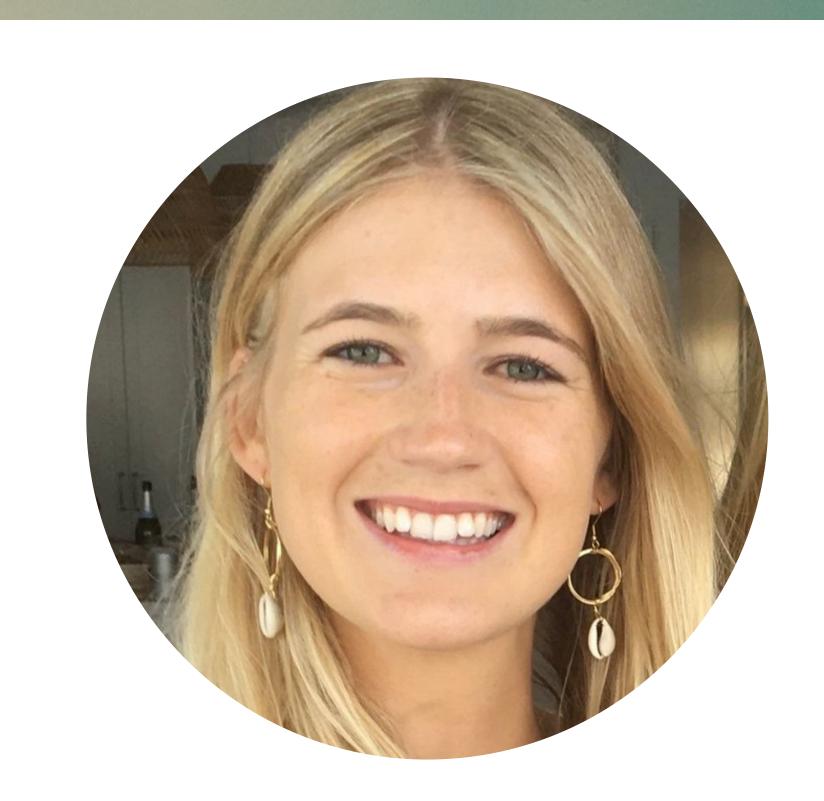
MELANIE MERCIER
Founder & CEO, Goss

"The CAIA leadership programme was worth every penny. Everyone left feeling more empowered and connected than before. Lara & her team did an amazing job tailoring the session to our team size and needs. It's one of those things that will keep on giving value as we now know how to work with each other on a deeper and more meaningful level."

ADVISORS



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