

GROWTH MINDED SERVICE CATALOGUE



GROWTH MINDED

SERVICE CATALOGUE

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 waynepeacock@growthminded.co.uk

 + 44 7764 132384

 www.growthminded.co.uk

SECTION 1

– WAYNE PEACOCK PROFILE



WAYNE PEACOCK

LEADERSHIP DEVELOPMENT COACH



At all stages of my consulting career, I have focused on scaling talent. I leverage over 30 years of business transformation and management experience with a very simple to use framework to build confidence, improve your leadership impact and prepare you to seize your next opportunity.

Leadership Development Experience Overview

- Extensive 1:1 coaching, from early career to executives at all levels
- IBM Certified Coach
- Promotion Assessor on multiple global & local executive promotion boards
- A skilled leader in designing and delivering customised leadership, diversity, and top talent programmes
- Extensive consulting skills training and coaching
- Expert / Guest Speaker
- LEAD Network Digital Chapter Advisory Board Member and awarded 'Volunteer of Year 2023'
- Managing large-scale leadership events, e.g. Ukrainian Women In Tech
- Champion of women in technology with the London Tech Community, a group of 1000+ Ukrainians

Expert / Guest Speaker Topics

- Communicating Your Value
- Building High Performing Teams
- Inspirational Project Management
- Scaling Innovation
- Building Digital Factories
- Setting Up Projects For Success



Underpinned by 30+ Years of Management Consulting Experience

- Complex project and programme management – Exec. Programme Manager Certified
- European Digital Leader – (averaging 150% growth each year over 4 years)
- Financial Services Sector Leader (£350m revenue business)
- Lead Account Partner (Coca Cola & Unilever)

Consulting Career History



1992 - 1997



1997 - 2023

(Previously Coopers & Lybrand and PwC)



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SECTION 2

– 1:1 Coacing Services



INDIVIDUAL COACHING

HELPING YOU TO UNLOCK YOUR FULL LEADERSHIP POTENTIAL



Are you eager to achieve the next step in your career and build the skills to succeed? Discover the power of 1:1 personalised coaching and experience a transformation that will allow you to realise your potential and arm you with the tools to accelerate your career.

Our proven framework will set the foundations for seizing the opportunities ahead of you by:

- Gaining a deeper understanding of your unique attributes, craft, and leadership qualities
- Helping to build your leadership confidence and overcome Imposter Syndrome
- Creating a clear sense of your leadership goals and a well-defined vision for your personal and professional growth
- Ensuring you incorporate and nurture authenticity and vitality within your leadership style
- Developing and refining your leadership skills with our range of tailored coaching sessions matched to your personal action plan and goals
- Applying learnings and cultivating new habits to accelerate your growth, supported by customised expert guidance
- Aligning your leadership skills with future opportunities
- Creating the space to explore current work and leadership challenges and opportunities



About Wayne:

- Extensive 1:1 coaching experience, from early career to executives at all levels (IBM Certified Coach)
- A 30+ year career in complex programme & transformation delivery, business management and entrepreneurial leadership
- Promotion Assessor on multiple global executive promotion boards
- Guest speaker covering topics such as Creating High Performing Teams, Scaling Innovation and Setting Up Projects For Success



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COACHING FOR PROMOTION

EXCEL AT COMMUNICATING YOUR VALUE FOR CAREER SUCCESS



Ready to take the next step in your career? Our specialised promotion coaching programme is designed to enhance your journey and boost your chances of success.

Our career journeys often skip self-reflection, making it tough to express our roles and leadership abilities succinctly. Imposter syndrome worsens this challenge, hindering articulation and self-belief. Wayne's stick figure framework empowers confident, clear communication of your value.

Wayne's proven framework imparts career-long skills, guiding you to:

- Craft a clear, concise narrative about your leadership experience
- Fine-tune your strategic language and behaviours to fit the opportunity ahead
- Build confidence to overcome Imposter Syndrome
- Gain insights and strategies on the promotion process
- Learn how to 'fish' for the questions that amplify your strengths
- Practise your promotion pitch



About Wayne:

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SECTION 3 – GROUP SERVICES



BUILDING HIGH-PERFORMING TEAMS



Building high-performing teams yields remarkable outcomes. They drive productivity, deliver stellar results, inspire innovation and boost employee engagement, fostering a positive work environment.

Learn how an energy bar, sticks & plates and an umbrella can help you to create high-performing teams

- Energy is pivotal - fuelling motivation, resilience, collaboration, creativity, and productivity.
- Mastering the art of spinning multiple plates involves identifying and nurturing star performers within your organisation. They act as catalysts enabling you to scale and foster innovation.
- Providing a protective umbrella for your team is essential in creating the space for their high performance, enabling them to focus and thrive.

In this popular session, I explore the practical applications of these insights, offering tangible strategies, real-world illustrations and actionable steps to empower the audience to turn inspiration into tangible results.



Typical format:

- Delivered either as an immersive group session or on an individual basis
- Can be embedded into team events, project launch events, top talent programmes etc
- Typical duration: 1 hour (45 minute presentation & 15 minute Q&A) but can be tailored to your needs



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INSPIRATIONAL PROJECT MANAGEMENT



In this dynamic and transformative hour-long session, you'll discover the key to inspiring your project teams and achieving outstanding results. You'll gain the strategies and techniques to lead with vision, motivate your teams, and overcome challenges with resilience. Be an inspirational project manager and drive your projects to success!

Brought to life with real-world examples, we explore how to:

- Develop a clear, strategic vision for project success, aligning with your organisational goals and values
- Inspire and lead project teams with enthusiasm and motivation, fostering high-performance collaboration
- Cultivate adaptive leadership skills, enabling you to navigate project challenges and changes with resilience
- Explore innovative approaches to problem-solving and decision-making within the project context
- Cultivate a dynamic project environment that fosters positivity and support
- Discover how to incorporate and nurture your true self and vitality within your leadership style
- Apply strong commercial management to support prompt, strategic decisions, safeguard your team, and nurture positive relationships
- Elevate your focus beyond daily tasks to grasp the broader picture and prioritise effectively



About Wayne:

- Extensive 1:1 coaching experience, from early career to executives at all levels (IBM Certified Coach)
- A 30+ year career in complex programme & transformation delivery, business management and entrepreneurial leadership
- Guest speaker covering topics such as Creating High Performing Teams, Scaling Innovation and Setting Up Projects For Success



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SCALING INNOVATION



Join Wayne for an inspiring and impactful session dedicated to helping you be at the forefront of innovation, driving your organisation to new heights in an ever-evolving business landscape. Unlock the potential for scaling innovation and position your organisation for long-term, sustainable success.

Drawing on 30+ years of entrepreneurial leadership, Wayne explores:

- How to position your organisation as a leader in innovation, ensuring lasting success in a competitive landscape.
- Developing a clear, innovation-focused vision for growth and expansion
- Sustaining and managing innovation-driven growth over the long-term
- Empowering your teams to embrace innovation so that thinking creatively becomes second nature
- How to actively anticipate and address potential blockers such as funding, governance or talent
- How to ensure a continuous and agile flow of ideas through the funnel
- Strategies for building and leading cross-functional, collaborative teams
- Unlocking value early to fund the innovation lifecycle

Underpinned by Wayne's holistic innovation model to aid understanding



Typical format:

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BESPOKE TALENT PROGRAMMES



At Growth Minded, we specialise in designing tailored talent programmes that drive results. We collaborate with you to create initiatives crafted to meet the unique needs, challenges, and goals of your organisation, empowering your workforce to thrive. These programmes can be customised for:

Early/Future Talent

- The future of your organisation lies in the hands of young talent. Our Early Talent Initiatives nurture the skills and ambitions of emerging professionals.

Women in Leadership

- Empowering women in the workplace is a mission we wholeheartedly embrace with programmes tailored to inspire, uplift, and empower women at all levels of your organisation.

Diversity and Inclusion

- Our D&I Programmes are a collaborative journey to harness the full spectrum of talents, backgrounds, and perspectives, empowering your team to thrive in an inclusive environment.

Mentorship

- Believe in the extraordinary power of mentorship. It's not just about passing on knowledge; it builds a sense of belonging and incredible retention gains!

We can manage or seamlessly integrate with your existing talent programmes. Contact us to discuss your needs today!



About Wayne:

- A skilled leader in designing and delivering customised leadership, diversity, and top talent programmes.
- Advisory Board Member of the LEAD Network Digital Chapter, driving gender equality in Consumer Products & Retail. Awarded 'Volunteer of Year 2023'.
- Champion of women in technology with the London Tech Community, a group of 1000+ Ukrainians.



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SECTION 4 – TESTIMONIALS





WHY CLIENTS TRUST US

I highly recommend Wayne as a coach, the last 6 months have been pivotal to my career thanks to his support and guidance.

Alex Leppert

Senior Managing Consultant

Wayne's dedication, faith in my potential and personalised guidance is exceptional. His willingness to share experiences enriched our interactions.

Tara Suran

Cofounder, Brown Girl League

Wayne effortlessly aligns your career aspirations with your existing expertise and provides guidance on how to reach your desired role.

Anna Bulakhova

Founder, RYAL Marketing

Wayne has coached and mentored many participants in our programmes, helping them to achieve, and sometimes exceed their dreams.

Nicoleta Raportau

Associate Partner

His personalised coaching sessions were particularly valuable, offering practical guidance for personal and professional growth.

Diana Kocheva

Founder, London Tech Community

I had the incredible opportunity to attend an event for Ukrainian women. I can't express how inspiring, helpful and supportive the experience was.

Iryna Shpyta

Quality Assurance, LikeZero



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