LEAD TO LEAP
CONSULTING BOUTIQUE

CATALOGUE OF SERVICES

FIVE AREAS. ONE INTEGRATED APPROACH.

We help organizations strengthen their people, teams, structures and systems - from diagnosis and design to implementation and sustainable impact.

01 **Learning & Development**

02 **Team & Culture**

03 **Organizational Development**

04 **Institutional Strengthening**

05 **Program & Project Support**

From insight to impact.

Our Expertise

Five interconnected service areas designed to help organizations build capability, improve performance and execute change with confidence.

01 **Learning & Development**
Build capabilities that translate into performance. >

02 **Team & Culture**
Strengthen the way people work together. >

03 **Organizational Development**
Design organizations that work better. >

04 **Institutional Strengthening**
Build stronger and more resilient institutions. >

05 **Program & Project Support**
Turn plans into execution. >

01

Learning & Development

Build capabilities that translate into performance.

01 Leadership Development

Leadership fundamentals, strategic leadership, leading through change, coaching and feedback.

02 Management Development

Performance management, delegation, decision-making, prioritization and team management.

03 Communication & Interpersonal Skills

Professional communication, presentation, negotiation, influence and active listening.

04 Facilitation & Train-the-Trainer

Facilitation skills, training design, adult learning and internal facilitator development.

05 Customized Learning Journeys

Structured development programs combining assessment, workshops, practice and follow-up.

06 Learning Needs Assessment

Competency gaps, learning priorities, annual training plans and development roadmaps.

02

Team & Culture

Strengthen the way people work together.

01 Team Effectiveness

Improve trust, collaboration, accountability, roles and ways of working.

02 Leadership Team Alignment

Align leaders around priorities, decisions, responsibilities and cross-functional execution.

03 Organizational Culture Assessment

Map values, behaviors, strengths and gaps through interviews, focus groups and diagnostics.

04 Culture Transformation

Define desired culture, translate values into behaviors and reinforce change over time.

05 Employee Engagement

Employee listening, engagement diagnostics, experience mapping and action planning.

06 Collaboration & Conflict Management

Resolve recurring tensions and strengthen cooperation across teams and departments.

03

Organizational Development

Design organizations that work better.

01 Organizational Diagnostic

Assess strategy, structure, leadership, people, culture, governance, processes and performance.

02 Organizational Structure & Design

Clarify reporting lines, spans of control, departments and decision rights.

03 Roles & Responsibilities

Define job roles, mandates, accountability, RACI matrices and authority levels.

04 Competency Frameworks

Build core, leadership, managerial and functional competency frameworks.

05 Performance Management Systems

Connect objectives, KPIs, reviews, development and accountability.

06 Process Review & Improvement

Map workflows, identify bottlenecks and redesign processes for stronger execution.

07 Change Management

Prepare stakeholders, communicate change, build adoption and monitor implementation.

08 HR & People Systems

Strengthen HR strategy, onboarding, talent, succession and people-management practices.

04

Institutional Strengthening

Build stronger and more resilient institutions.

01 Strategic Planning

Translate purpose into priorities, objectives, initiatives, KPIs and an implementation roadmap.

02 Governance Frameworks

Clarify board, management and committee roles, delegation and decision-making.

03 Policies & Procedures

Develop practical HR, governance, operational and internal-control frameworks.

04 Institutional Capacity Assessment

Assess governance, strategy, HR, finance, programs, partnerships and sustainability.

05 Monitoring, Evaluation & Learning

Develop theories of change, results frameworks, KPIs, monitoring and learning systems.

06 Institutional Sustainability

Strengthen resilience through risk, succession, partnerships and resource diversification.

07 Partnership & Stakeholder Strategy

Map stakeholders and build engagement, collaboration and partnership frameworks.

05

Program & Project Support

Turn plans into execution.

01 Program & Project Design

Shape needs, objectives, stakeholders, workplans, budgets, risks and results frameworks.

02 Project Planning

Create project charters, timelines, milestones, responsibilities and governance structures.

03 Implementation Support

Support coordination, progress reviews, risk management, reporting and issue resolution.

04 Program Management

Coordinate complex programs, workstreams, governance and management reporting.

05 Monitoring & Performance Tracking

Build dashboards, scorecards, trackers and structured reporting mechanisms.

06 Project Evaluation

Assess progress, outcomes, lessons learned and recommendations.

07 Facilitation & Stakeholder Engagement

Design and facilitate consultations, workshops, dialogues and stakeholder sessions.

START WITH THE

LEAP Diagnostic

A structured organizational assessment to help leaders identify what is working, where the gaps are and what should be prioritized.

Leadership | People | Culture | Structure | Processes | Performance | Governance

Typical process

01 **Discovery**

02 **Assessment**

03 **Analysis**

04 **Recommendations**

05 **Roadmap**

What you receive

- **Executive diagnostic report**
- **Key strengths and gaps**
- **Priority issues**
- **Practical recommendations**
- **90-day action roadmap**
- **Management presentation**

How We Work

A simple approach that moves from understanding the challenge to embedding sustainable change.

01

Diagnose

Understand the real challenge.

02

Design

Build the right solution.

03

Enable

Strengthen internal capabilities.

04

Implement

Translate recommendations into action.

05

Sustain

Embed change for long-term impact.

Flexible engagement models

Advisory | Consulting Projects | Facilitation | Capacity Building | Implementation Support | Retained Advisory

FROM INSIGHT TO IMPACT

Let’s move organizations forward.

Whether you are strengthening your leadership team, redesigning your organization, building institutional capacity or implementing a strategic project, Lead to Leap works alongside you from challenge to solution.

Talk to us

Start with a conversation - or with the LEAP Diagnostic.

CONTACT >

Strengthening People. Building Organizations. Enabling Performance.

Lead to Leap - Consulting Boutique