

Flexible Leaders on Demand deployments, tailored to your needs

Agility and scale, when and where needed

When your team needs support, deployed leaders provide the agility to adapt and the scale to respond to their priorities in the most effective way:

1. Interim deployments

A deployed leader can be fully dedicated to work with your team, for an agreed period. Example situations that interim deployments can solve for include:

- your team members have insufficient capacity to step up to an acting role because of challenges with backfilling their existing role
- a leadership gap needs unexpectedly plugging to ensure critical outcomes are achieved while you continue the search for a permanent recruit
- a member of your team cannot sustainably play two roles but creating an additional executive leadership team role locks redundant costs into future performance
- a full complement executive leadership team needs to be deployed to lead an acquired business that was carved out from another organisation.

2. Fractional deployments

A deployed leader can work with your team a few days a week on a longer-term basis. This fractional way of working delivers outcomes when a whole person is more than it should take.

Fractional deployments are suited to situations like:

- an unplanned and unfamiliar set of circumstances your team is tackling calls for skills and know-how beyond their available capacity
- you need a specialist to lead and develop a team of high-performing generalists in a new market
- the one-off high-priority outcomes you want to achieve by a deadline do not merit a full-time hire
- one of your executive leadership team doesn't have enough days in the week to keep up with the team agenda.

3. Project-based deployments

A deployed leader can take leadership accountability for completing a fixed scope of work. They work as one of your people and as part of your team. Our dedicated leaders deliver outcomes by untapping the potential of your own people.

Project deployments are suited to transformation, transaction, and transition situations where:

- you already know what your priorities are and why, but clear accountability is required to focus on how to deliver outcomes
- your team lacks sufficient bandwidth to meet stakeholder expectations in an urgent project
- you are trying something new but cannot distract people from their day-to-day priorities
- a new venture needs a full-complement executive team to deliver the project from funding to hand-over and acceptance.

4. Mentoring, coaching, and team development

A deployed leader can provide members of your executive leadership team with practical advice, mentoring, coaching and facilitation on an ongoing basis for a few days per month.

Mentor style deployments unlock potential when:

- you want to accelerate the personal or technical development of a member of your executive leadership team
- facilitation support is needed to unblock cross functional initiatives that are essential to executing your organisation's strategy
- one of your teams is responding to setbacks and needs to focus on the way forward rather than dwell on the past.

Support for all types of deployment

We provide continuous support for our team with:

- mentoring, coaching and extra perspective for each deployed leader while they are part of your team
- facilitated two-way feedback to ensure a deployed leader delivers intended outcomes.