



**delve**  
ORGANISATIONAL  
DEVELOPMENT

# Refreshingly Hands On Consultancy

[www.delveod.co.uk](http://www.delveod.co.uk)

We are passionate, honest and open consultants here to help your people become the best versions of themselves. Your people are the driving force behind your success, so empowering them to excel is crucial. We remove the complexities of leading in today's world by working with you to align your people with your goals. We seek to leave a lasting impact that will serve you long after we've left.



**Nicola Boyle**

BA Hons MCFI



**Sarah Montgomery**

Chartered CIPD Member



**We Are  
Real**

- ✔ We keep it simple
- ✔ We are clear about our purpose
- ✔ We ensure our work impacts those who matter



**We Do the  
Right Thing**

- ✔ We do the right thing in the right way, even when nobody is watching
- ✔ We do what we say we are going to do, when we say we are going to do it
- ✔ We act with integrity: if it isn't right, we won't do it



**We Do It  
with Passion**

- ✔ We approach our work with unparalleled passion and energy
- ✔ Our enthusiasm is contagious, it will revitalise your team
- ✔ Excellence is a habit not a goal. We go above and beyond the call of duty, it's who we are



## Talent

**Our Delvers are highly experienced leaders, we know what it takes to get the best out of people.**

Whether this is a personal journey or you want to mobilise your leaders to deliver your organisation's vision and priorities, our work is designed with you and your journey in mind.

Leadership is not tied to position, it's an outlook that will set your organisation apart.



**Leadership Development - Development Centres - All Things Talent**



## Coaching

**To believe in yourself is seen by some as a rebellious act.**

Our inner critic often plants seeds of doubt and we need a voice of reason to challenge our thinking and get us back on the right path.

Coaching can help achieve this. Confidence and self-awareness around communication, engaging with others and teamwork are seldom taught. Yet they are some of the most important tools you need to succeed in life and business.

People who can influence, persuade, engage and inspire others to make great leaders, great staff and great business people.



**Leadership Coaching - Team Coaching - Career Coaching**



## Teams

**We view your organisation from a neutral standpoint meaning that our non-biased view coupled with our experience can add real value.**

We will likely recommend a course of action that you haven't considered or experienced before.

Whether you have new teams and you want to deploy effective behaviours from the start, or you have long-standing teams that require a culture shift; we can work with you to create a roadmap for your teams' development in line with the business goals.



**Team Development - Team Tools - Bespoke Sessions**

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Working with Delve is refreshing; they provide both challenge and perspective. The team are very professional and work collaboratively and feel very much part of the team.

- North West Ambulance Service NHS Trust



Delve are clearly passionate about what they do. They were highly committed to understanding our needs and the wider picture and brought a fresh and engaging approach to achieving what was required. They also brought energy and appropriate fun in moving everyone forward. I would work with them again.

- Wigan Council