

Looking for creative leadership solutions?

Let's talk.

Who is CVL?

We (CVL) are an organisational development consultancy driven by a team that is passionate about developing leaders and supporting organisations to thrive.

Our work includes supporting leaders across:

- Leadership and Team Development
- Leadership Coaching
- Strategy, Planning and Execution
- Change and Complexity Leadership

Basically, we deal with the work of leaders. We focus on building the capability to do the work of leadership in a way that will drive positive change and deliver proven value – for both individuals, and organisations as a whole.

Why might you choose to work with CVL?

Our secret sauce is our people. Well that's what our clients tell us. We think our clients are pretty fantastic too. We love working as a partner to figure out exactly what is needed to best deliver on your objectives through practical, interactive leadership solutions, and we promise a good dose of fun along the way.

We believe a strong focus on relationships and figuring out what matters most drives our legacy of proven value.

How we work

All of our CVL leadership initiatives are flexible and tailored to align with your strategic and organisational needs.

Our approach covers four key areas:

- **Discovery** – where we dive into the data, talk to you and your people and understand the context of the work.
- **Co-design** – here, we discuss what we are noticing. This means your team plus our team, getting together to test and shape.
- **Delivery** – we create an implementation plan and get to work delivering the magic.
- **Review** – importantly, we then ensure a robust design and delivery review. We evaluate the effectiveness against the initial criteria and reflect on next steps.



This is us, planning awesomeness for you!
June Team Day, 2021



Leadership and Team Development

Our work with leaders and teams focuses on shaping mindset, behaviours and skills to boost performance. We design practical, interactive and customised learning solutions and help clients to create the culture and leadership capability for organisation success.

The type of work we do here includes:

- Leadership and intact team development
- Structured team development programmes
- Blended learning programmes
- Conferences

"After partnering with CVL, the effectiveness of our teamwork has increased dramatically."

Leadership Coaching

Ready for some 'aha moments'? We ask the powerful questions that help individuals and teams broaden perspectives; make smarter calls, and to build action plans to bring goals to life. Our coaching work drives accountability to implement plans - and we travel alongside you as champions for your success.

Our CVL coaches are highly experienced and are carefully matched to meet your needs. We deliver both virtual and face-to-face coaching across:

- Executive leadership
- Transition leadership
- Career
- Team and group
- Development of internal coaching teams within organisations

"CVL have helped to normalise Leadership Development here, making it a key part of the life of every leader."

Strategy, Planning and Execution

We help leadership teams to make smart decisions about strategy, direction and implementation. To do this, we bring loads of experience, creativity and the courage to ask the hard questions. We also help teams shape the narrative of their strategy to get them where they need to be, and to bring the narrative to life within organisations.

Our range of work can include:

- Strategy development
- Strategic analysis and execution
- Vision creation
- Business planning and execution

"Great facilitation and process to achieve an end product, which at the beginning of the day was difficult to imagine ."

Change and Complexity Leadership

The need for leaders to be comfortable in navigating complexity has never been more important. Organisations are now increasingly judged on the basis of their relationships with their workers, their customers, and their communities, as well as their impact on society at large.

We work with clients in the development and delivery of:

- Culture change programmes
- New ways of working
- Leading flexible and virtual teams

"I have had outstanding success with CVL, which has enhanced business leadership, change management and my personal reputation."

LEARN MORE ABOUT US

www.cvl.co.nz


Centre for Vision and Leadership