

'Mia is an iron fist in a velvet glove. She provides rigour and order and clear outputs and actions.

She does it with charm and flair, but is resolutely focused on the outcome. She is class.'

*(Cilla Snowball,
Chairman, AMV.BBDO)*

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What's on offer?

I facilitate at management team away days so that those involved reach better outcomes, more quickly than they otherwise would.

Every day, senior people take decisions that affect the company. Many of these decisions are taken on the hoof, alone or in consultation with a few others. Sometimes it's important to involve a wider group of people and to spend a bit longer, without distractions, exploring an issue before choosing a course of action. Sometimes the senior team itself hasn't fully gelled and need to get clear on what they want to achieve and how they want to work together. This is where management team away days come in.

What kinds of issues are tackled at these away days?

I have facilitated away days that have covered a range of issues, including these:

- *Where are we going with this company?*
- *How can we get everyone to work together and lose the silo mentality?*
- *How can we grow revenue profitably?*
- *Is our size and shape future proof?*
- *How can we win that client?*
- *How can we operate better as the top team?*
- *How can we make this new structure work in practice, for us and for our clients?*

What are the benefits of having Mia Kennedy as your facilitator?

- I help the team achieve their objectives by the end of the session.
- I make sure there is lots of participation, both to generate better solutions and to strengthen ownership of those solutions.
- I work well with both large and small groups of people.
- I use inventive approaches to keep everyone interested and elicit new solutions that haven't previously been tried or thought of.

- I encourage unspoken barriers to be brought out and dealt with.
- I 'read' the room.
- I have plenty of experience gleaned over many years with many different clients. This results in much needed flexibility on the day.

The benefits are that complex issues get untangled, buy-in is achieved and you move forwards with a clear plan of action.

'Mia facilitated an important client development day recently for Omnicom. There was a point in the day when everything was going so well that I wished that we were linked up to the client so that they could see the quality of the thinking and ideas. I am not sure we would have got close to this had we not all been led, probed, encouraged and generally stimulated by Mia. She will be back soon to help us with other client days.'
(Anthony Wreford, Ex. Chairman, DAS)

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'I valued the diligence with which Mia prepared her work with us, taking care to understand our business and our brief. She facilitated with humanity, understanding, humour and compassion.'
(Paul Cowan, Partner, Client Relationship Consultancy)

'As a facilitator, Mia manages to maintain focus, energy and a sense of fair play across all the participants'
(Leo Ryan, VP, Customer Solutions, EMEA at Spreadfast)