



PROGRAMS & SOLUTIONS

We're here to help organizations grow by building the skills and behaviors that truly make a difference. Through engaging and memorable learning experiences, we inspire a mindset of growth, helping teams embrace challenges and keep moving forward with confidence.

P. +44 782 499 8608
W. betteroutcome.co.uk
E. can@betteroutcome.co.uk

Learning & Development, transformed.

We see skills as seeds that require fertile ground to flourish. Our services—whether it's a tailored training program, simulations for leadership and collaboration, or game-based cognitive assessments—are designed to provide that fertile ground.

These interactive experiences create environments where participants can experiment, reflect, and apply what they've learned, both from the content and each other.



The secret ingredient.

At Better Outcome, we believe that
Success = Skills x Behavior.

Skills alone don't create impact, and focusing only on motivation rarely brings lasting results.

True transformation happens when skills and behaviors are cultivated together, fostering growth and resilience in individuals and teams alike.

From hands-on simulations that can be delivered face-to-face or online to AI-driven assessments for hiring and skill evaluations, our tools and programs empower organizations to build strong, adaptable cultures. Ensuring that learning isn't just retained, it's applied to achieve measurable results.

Our Clients



B/S/H/





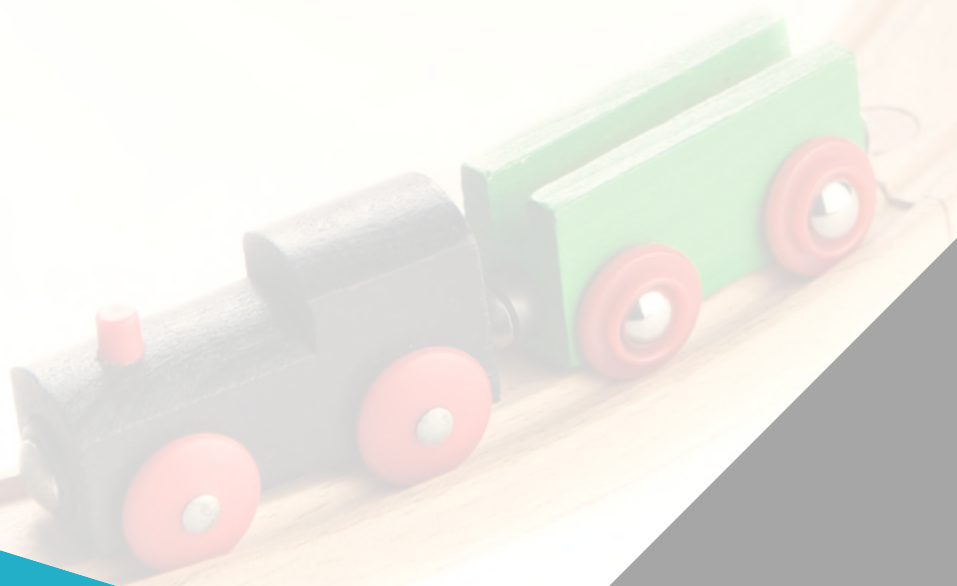
Skills Development

Training programmes,
assessments, simulations,
workshop and keynote solutions.

Assessments & Training Programs

A novel game-based methodology.

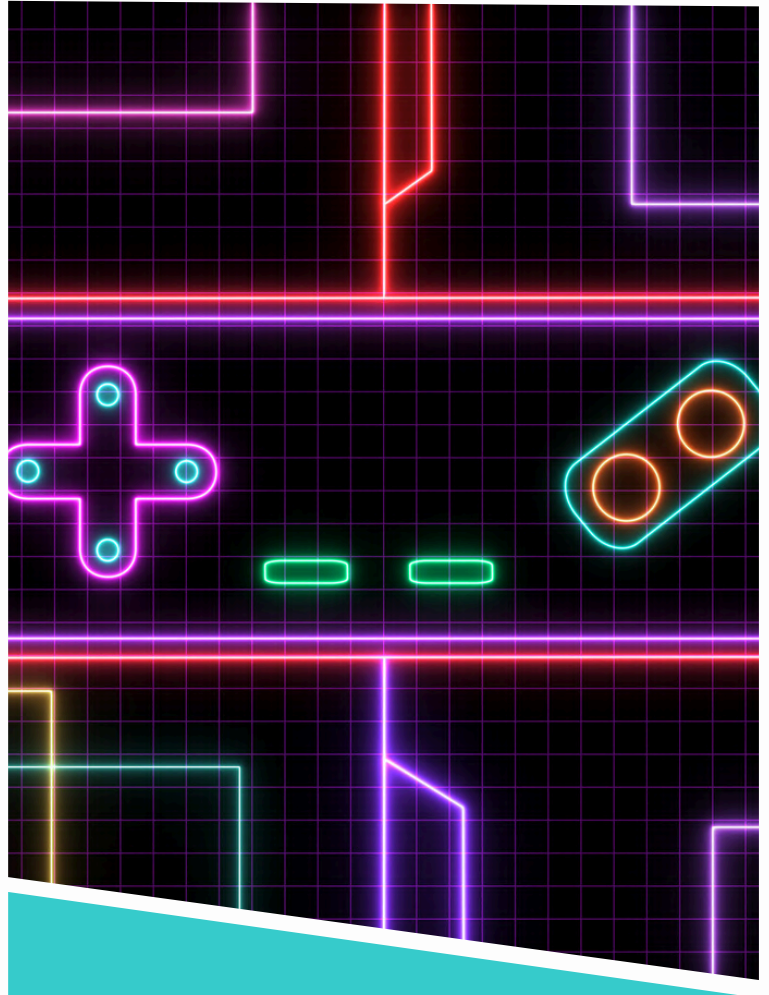
Inspired by the method, we combine game-based tests, personal coaching, team workshops, and mobile learning to develop strategic thinking and resilience. We create an engaging experience that inspires learners to continually practice effective strategies, to reflect, and improve their skills and performance.





GAME-BASED COGNITIVE SKILLS ASSESSMENT

Active today in 12 languages and over 40 countries around the world and more than 4,000,000 people, Accelium™ Method is an innovative game-based training and assessment tool.



Assessment Details

- Our game-based assessment tool consists 10+ games, in which you can evaluate and provide exclusive insights on the most critical skills for success.
- Accelium Talent tests are based on mindful games, requiring testers to analyze data, solve problems, and make various decisions. The system analyzes test-takers' solutions and the decisions they make, identifying their thinking patterns and operational style.
- The platform also provides an AI-assisted, real-time tailored report, which can be downloaded in 10 different languages.

Observed Skills



- Analytical Thinking
- Problem Solving
- Planning
- Effectiveness
- Adaptability
- Learning Aptitude
- Flexible Thinking
- Time Management
- Execution Skills
- Dealing with Change
- +10 more cognitive skills

Formats



ONLINE VIA PLATFORM

Each assessment test can be tailored and can last from 15 to 90 minutes.

PLATFORM RUN BY:



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.
Workshop: 20 pax.

ADAPTABLE & AGILE

Correctly understanding a situation is crucial in social, business, and interpersonal situations. This course teaches you to analyze and simplify complex situations.



Program Details

- Mitigating uncertainty using "anchors"
- Prioritization through move-order analysis
- Identifying patterns to simplify problems
- Methodical step-by-step analysis
- Game: Accelium PingWins: PingWins is a challenging puzzle game where we have to lead the penguin into the fishing hole. The path will not always be clear, and the solution lies in our ability to identify anchors!

Acquired Skills



- Planning
- Problem solving
- Course of action
- Analysis
- Systems thinking
- Leading VUCA

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



WORKSHOP

2x3 hours / 1 full day.
Online or face to face, the workshop module includes a 3-hour systematic brain storming session, in which you can immediately create ideas for your organization.



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.

FLEXIBLE THINKING & PROBLEM SOLVING

Not everyone loves surprises and changes, but we all have to deal with them daily.

How can we learn to do so? Can anyone do it?

The answer is yes!



Program Details

- Dealing with uncertainty using "anchors"
- Prioritization through move-order analysis
- Identifying patterns to simplify problems
- Methodical step-by-step analysis
- Game: 2 Flags is a two-player strategy game in which you must conquer the opponent's flag by harmoniously using five scouts (game pieces). To win, you will need to create a plan and execute it while overcoming the opponent's threats.

Acquired Skills



- Decision making under uncertainty
- Quick adaptability
- Overcoming unfair advantages
- Problem solving

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.
Workshop: 20 pax.

RESILIENCE

People who can navigate life experiences effectively have a high resilience. Your resilience is the key to turning challenges into successes.

In this workout, we will get to know the Alpinist Method - a useful strategy for developing resilience and successfully coping with life's challenges!



Program Details

- Game: Climb Up. The goal is to lead the alpinist to the top of the mountain. The climber can move from peg to peg with the help of his resources: pegs and ropes connecting them.
- Good plan, adaptability to the field, and resourcefulness - will lead the alpinist to the top!

Acquired Skills



- Planning
- Problem solving
- Course of action
- Analysis
- Systems thinking

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



WORKSHOP

2x3 hours / 1 full day.
Online or face to face, the workshop module includes a 3-hour systematic brain storming session, in which you can immediately create ideas for your organization.



CREATIVE THINKING & DECISION MAKING

Is there a good way to make decisions?
What can help me make a decision?

And while doing it, can we be creative?
This course helps professionals to make
an informed decision while
being open to creative ideas.



Program Details

- identifying threats by "getting inside the opponent's head"
- Devising a plan and adjusting it to the changing environment
- Mitigating risks by "paving a route" and using the paradoxical "self-block" strategy
- Dealing with cognitive biases
- Game: Blocker is a fast-paced and exciting strategy game that challenges players to build a maze that leads them to their destination and at the same time diverts their opponent from theirs.

Acquired Skills



- Dealing with change
- Decision making
- Planning
- Flexible thinking and behavior
- Creative thinking
- Identifying Patterns
- Persistence

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.

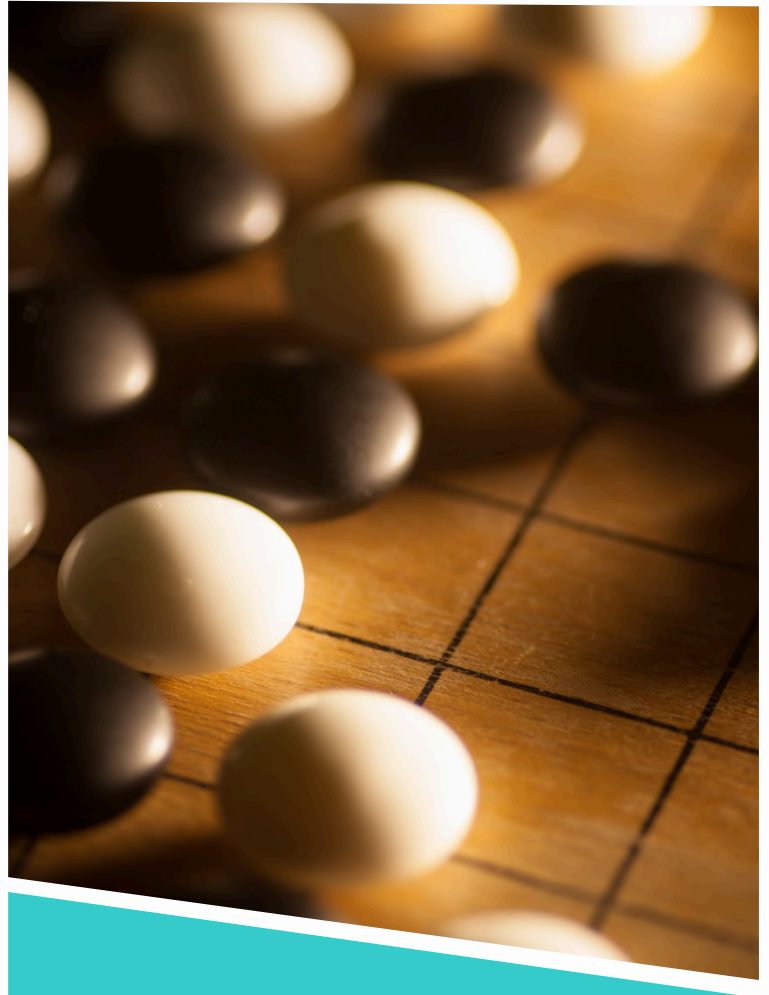


Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.

STRATEGIC THINKING & BUSINESS MANAGEMENT

Don't just manage daily tasks; aim to shape the future.



Program Details

- The only path for 2025 and beyond: COOPETITION
- Collaboration isn't about agreement: It's about positive conflict
- From "Who's to blame?" to "Who's responsible for achieving the goal?"
- Practical ways to gain fresh perspectives
- 4-question business model assessment methodology
- Stop, Start, Continue: A roadmap for action
- Games: Railtracks, Marble Run & Diamonds of Amazonia

Acquired Skills

01

Strategic Thinking: Participants will develop the skill set and mental habits needed to create a vision for the future.

02

InMoving away from Silo mentality: Enhances the ability to think beyond individual goals, fostering the skills to effectively implement company strategies and decisions.

03

Data-Driven Decision Making: Develops the ability to accurately interpret data, enhancing the effectiveness of decisions made at the departmental level.

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.

SUPER COMMUNICATORS

Create super-communicators who can adapt to any situation and individual.



Program Details

- Jung's Social Styles
- Transactional Analysis
- EQ-based Observation and Recognition
- The Art of Leading with Questions, Not Answers
- OIS Feedback Method
- The 3 Golden Rules of Listening
- STORM Storytelling Model

Acquired Skills

01

Adaptation: Participants will learn to adjust their tone and content for every situation and style, completing the first step toward inclusive leadership.

02

Feedback: The essence of developmental leadership will be embraced through a solution-focused, systematic, and growth-oriented feedback model.

03

Clarity: Clear, purposeful, and straightforward communication skills.

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.

STORY-TELLING

The best way to convince your business idea.



Program Details

- Humanity's Need to Understand & Be Understood
- Storytelling Is Not Just Narration
- STORM Storytelling Method
- 3-Act & 4-MAT Communication Models
- Different Audiences, Different Styles, Different Approaches
- From Presentations to Written Communication: Storytelling Everywhere
- Instant Application: Feedback and Development Suggestions

Acquired Skills

01

Influencing Others: Develop the ability to cut through the noise and effectively convey your ideas to others.

02

Effectiveness: Participants will directly experience how creating greater impact with the same effort is possible through practical methods applicable in the business world.

03

Adaptation: Participants will learn to adjust their tone and content for every situation and style, completing the first step toward inclusive leadership.

Formats



ONLINE

3 hours.

Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.

Accommodation and venue are for the client to choose.



Maximum #
Participants

Online: 12 pax.
Face to face: 15 pax.

PERSUASION: CREATING AMAZING CUSTOMER SERVICES

Make life easier for all employees in contact with customers, and boost your company's profitability.



Program Details

- The 6 Principles of Persuasion
- The Impact of Customer Service on Profitability
- Jung's Social Styles
- Transactional Analysis
- The 3 Golden Rules of Listening
- Manage Your Routines, Manage Your Life.
- How Do We Build New Habits? Keep the Routine, Change the Trigger.

Acquired Skills

- 01** Customer Centricity: Equipping participants with the ability to redesign operations by placing customer needs at the heart of the process.
- 02** Planning: Participants will gain the ability to overcome urgency bias, develop quick and flexible planning skills, and adapt plans to evolving customer needs.
- 03** Adaptation: Participants will learn to adjust their tone and content for every situation and style, completing the first step toward inclusive leadership.

Formats



ONLINE

3 hours.
Zoom, Teams or similar platform.



FACE 2 FACE

1/2 Day.
Accommodation and venue are for the client to choose.



TEAM BUILDING & BEHAVIOUR OBSERVATION

Observe your employees' and your candidates' behaviors and see whether they're aligned with your organization's competencies in a highly interactive way.



Program Details

- The program comprises six mini-challenges and one overall challenge that completing the mini-challenges then makes it easier to achieve the overall challenge.
- The challenges are designed to benchmark and develop basic communication, teamwork and leadership skills.
- Each participant has at least one opportunity to lead.
- The program is facilitated by a coach who is hands on in calling time-outs and asking probing learning questions to deepen the learning experience and help nudge behaviours in the room
- The coach also records observations of each participant using a custom-designed app that links and is time-stamped to the recording of the simulation.

Observed Skills



- Leadership Behaviors
- Teamwork
- Communication Skills
- Learn from Mistakes
- Time Management
- Flexible Thinking
- Owning Performance
- Influencing Others
- Listening

Formats



FACE 2 FACE

1/2 / Full Day.

Accommodation and venue are for the client to choose.

Ask for more.

Accelium™ game-based assessments and our skills development programs can be customized for your organization's needs.

Just give us a call and we'll have a brief meeting to define the best solution for you.

P. +44 782 499 8608
W. betteroutcome.co.uk
E. can@betteroutcome.co.uk



Leadership Development

Training, behaviour and culture
transformation solutions.

High Performing Leaders™

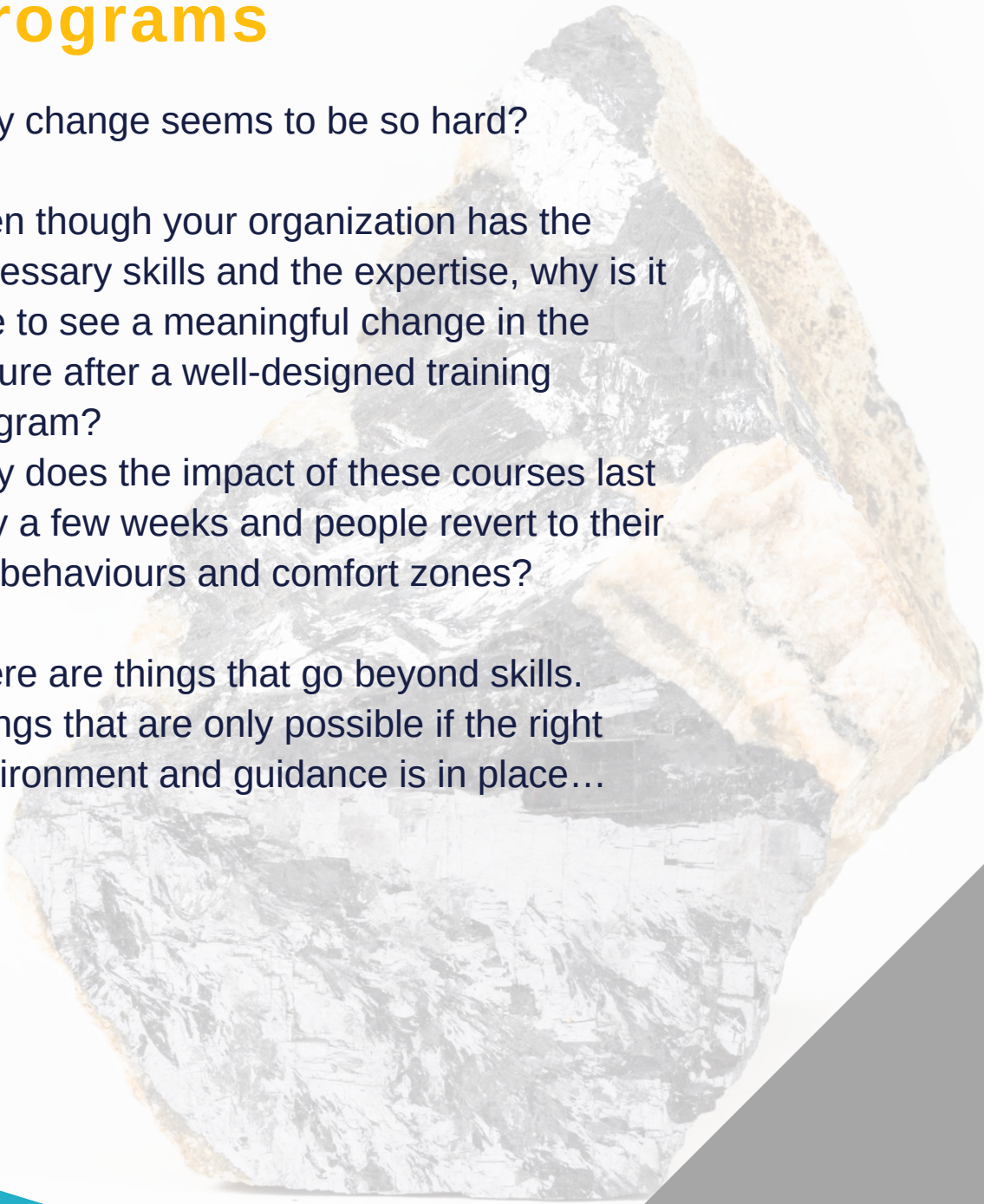
Leadership & Transformation Programs

Why change seems to be so hard?

Even though your organization has the necessary skills and the expertise, why is it rare to see a meaningful change in the culture after a well-designed training program?

Why does the impact of these courses last only a few weeks and people revert to their old behaviours and comfort zones?

There are things that go beyond skills. Things that are only possible if the right environment and guidance is in place...



A different approach.

At High Performing Leaders™ Program, that's what we do: Create that environment rather than telling individuals what that environment looks like.

The transformation journey begins by doing through meaningful games and exercises, enabling participants to reflect what they've just experienced.

Our biggest difference from traditional training is the role we take. Rather than acting as instructors, we don't tell participants what to do.

We approach with an open and clear mind and with a deep curiosity as facilitators, so they can also observe and experience that state of being.

4 Petals of Leadership™



©Gary Worgan, 2022. All rights reserved.

It's only possible to change if we accept who we are. We then can develop meaningful relationships with others if we discover the meaning of our own experience.

To transform as an organization, it takes more than that. Once we know we create an environment that encourages and allows people to be themselves, that's when we would be truly successful.

Our proprietary 4 petals of Leadership™ model is based on this approach, starting from the Leading Self, we aim to shift people's experiences, help them to interpret differently and lead them to change their conclusions and beliefs.

Only then we see a change in behaviour and enable to lead others through safe experiments, resulting them to lead through change and finally transform their mindset from a managerial perspective to a leading one...

High Performing Leaders™

In every High Performing Culture, we believe there are 8 enablers™ that are essential to sustainable success.

Building the culture from trust, every participant gets to assess themselves and teams based on these enablers, prioritize what to work on and have the chance to reflect while we provide necessary tools to transform their leadership style.



©Gary Worgan, 2022. All rights reserved.

AT A GLANCE

Program Journey

- 4 days face 2 face (1+2+1 days)
- 3 x 3 Online ALS (Action Learning Set)
- 2 hours 1on1 coaching per participant

Participants

- Maximum no of participants per cohort:14
- Experience Level: From new managers to seasoned field managers, from young leaders to senior, any professional with a leadership role is suitable for this program.
- Each program's concept depth is designed according to the participant profile.



'I have just had a call from a driver in a quarry. He does not work in my business line. He called up to suggest an idea to reduce our carbon footprint when making Asphalt. The idea could reduce our carbon usage by 40%! The driver went on to say ' Well, I've worked in the company for a few years now that I see things have changed. We are more like one team, so I felt it was OK to just give you a call'. This is exactly what we were hoping for but never really expected.

Gareth Day

MD of Asphalt - Hanson UK

KEY TAKEAWAYS

Start with the end in mind

- Responsibility lies with me mindset
- Spotting blindspots
- Growth Mindset
- Discovering different leadership styles
- Effective communication skills
- Creating the Team Code
- High Performance Culture Roadmap
- Creating a results oriented collaboration culture
- Inclusive management & leadership

CONCEPTS & CONTENT

- Our methodology: Do - Reflect - Connect - Apply
- 8 enablers™ for a high performing culture
- Leadership beliefs & High performance culture tools
- Build from Trust
- Cards on the table
- Start with 'Why', intrinsic & extrinsic motivators
- Non judgemental listening
- Jung's color energies
- Lead with questions, not answers
- Learning Styles & coach like leadership
- OIS™ Feedback Model

HOW DO WE MEASURE OUR IMPACT?

Short Term: 0-6 Months

Are we providing relevant, positive, memorable learning experiences? Feedback forms.

Are we meeting learner expectations? Anecdotes & focus groups.

Mid Term: 6-18 Months

Are we making behaviour change more likely?

Self-assessment, 360 Feedback, Anecdotes.

Long Term: 18 Months +

Are we impacting business results and sustainable change?

Self-Benchmarking, stakeholder feedback, employee engagement survey & performance metrics.

Ask for more.

**High Performing Leaders™
behaviour and cultural
transformation programs can
be customized for your
organization's needs.**

**Just give us a call and we'll
have a brief meeting to define
the best solution for you.**

**P. +44 782 499 8608
W. betteroutcome.co.uk
E. can@betteroutcome.co.uk**