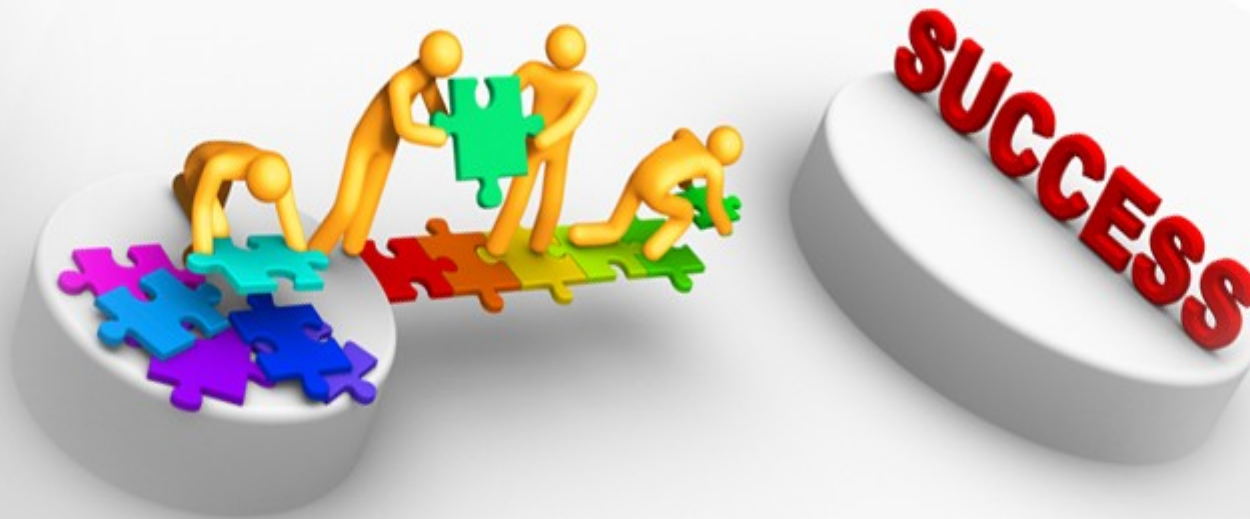


# ***Restless Inquiry®***

## ***Nurturing an Inquiring Mind***

### ***The 5 Core Steps***



***Building Tomorrow's High Performance Organisation, Today***



1 Fore Street, London, EC2Y 9DT  
+44 (0) 203 126 4856

[www.hunterstrategic.com](http://www.hunterstrategic.com)

**Only 13% of people across 142 countries worldwide are  
actively engaged at work**

**In the USA alone, this is a \$300 billion problem \***



**In our globally competitive economy, there must be a better way ...**

**\*Sources - Gallup**

**1. Let's connect more powerfully...**



# **1. Liberate the Leader in Everyone**



**A culture of high engagement understands that leaders and followers are not static roles**

**The best teams offer the freedom to question, act and lead .. as well as follow**

**Once this happens we have the possibility to unleash a powerfully creative energy source ...**

**2. Let's cultivate a mindset of 'limitless possibility' ....**



## 2. Reconcile Control and Curiosity



Liberating the leader in us all encourages a curious mind, the urge to progress and improve  
It is not just adaptability but promoting a growth mindset to uncover the unmet customer need  
But we may have to review certain priorities....

**3. Let's consider what is most important ...**



### **3. Drive Performance from within..**

**Ability**

**Motivation**

**Opportunity**



**Performance**

**The best companies recruit specialists and fuel their passion to grasp new market opportunity**

**They continually ask 'What difference are we making....and who cares?'**

**These companies also do one other thing rather well....**

#### 4. Let's confront the '*Silent Assassin*'...



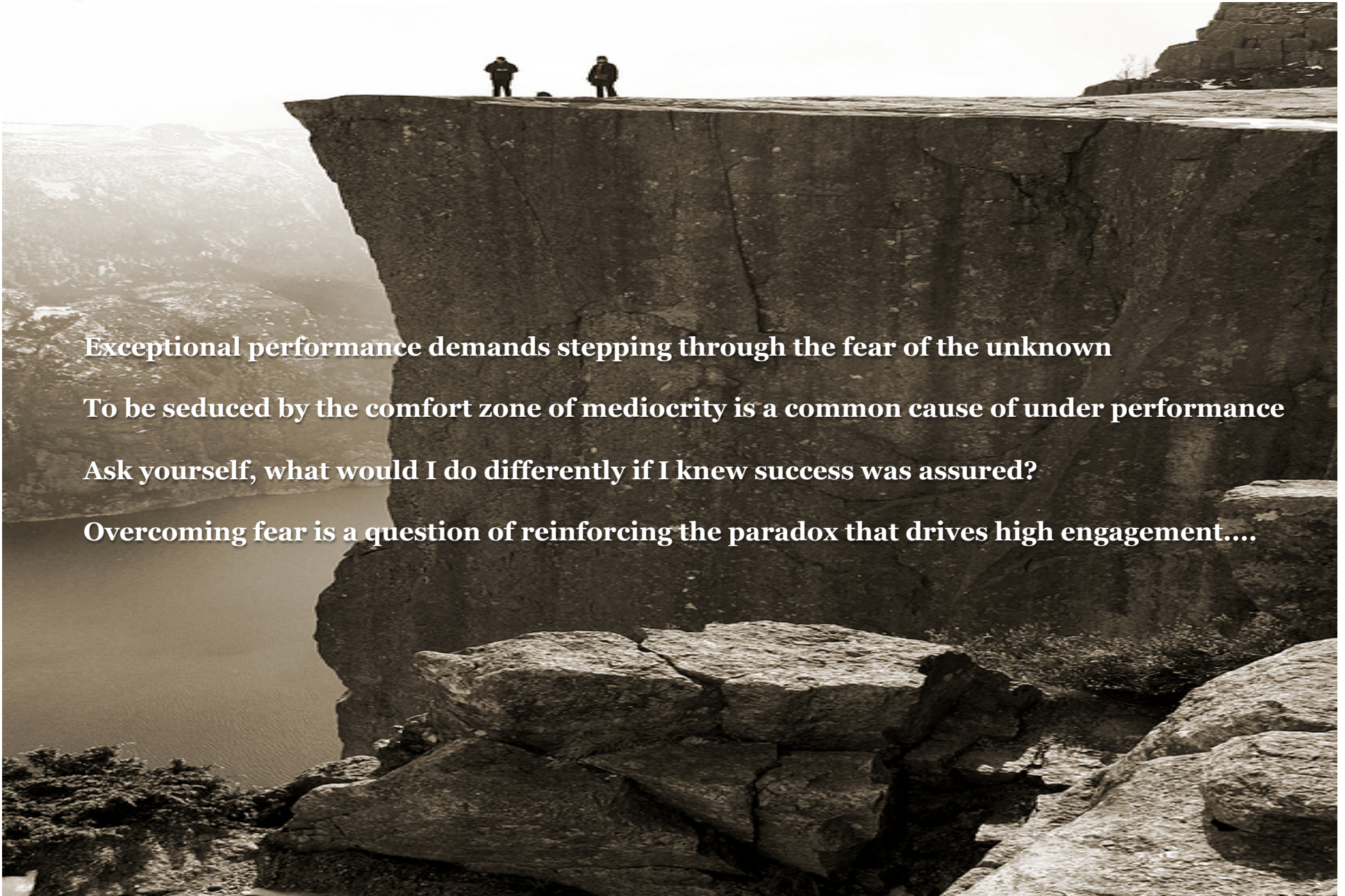
## 4. Never Fear Failure

Exceptional performance demands stepping through the fear of the unknown

To be seduced by the comfort zone of mediocrity is a common cause of under performance

Ask yourself, what would I do differently if I knew success was assured?

Overcoming fear is a question of reinforcing the paradox that drives high engagement....



## 5. Let's balance strength and vulnerability ...



## 5. Nurture An Inquiring Mind

**Inquiring - a philosophy of creative renewal founded upon:**

1. Razor edge clarity on difference and direction
2. Role Models who empathise and not blame
3. Belief founded on Passion, Competence and Curiosity
4. Compelling Organisational Challenges which fire the Imagination
5. A Questioning Confidence that balances Strength and Vulnerability

Companies that truly excel create a powerful team based engagement culture of

**‘Restless Inquiry’®** - Let’s give you an insight into how we develop these great teams...



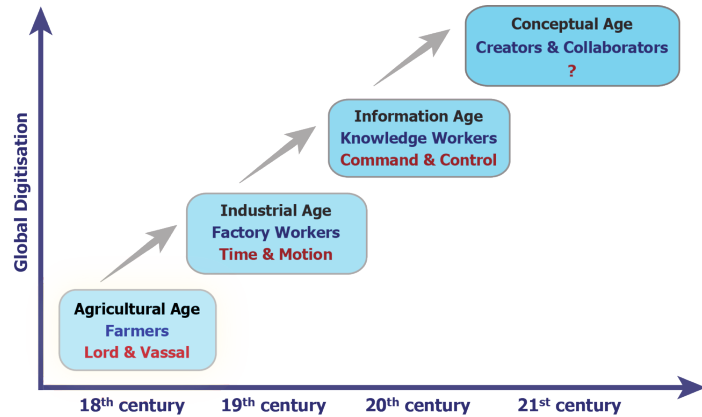


Make your culture your biggest differentiator:

**‘Connect’      Communicate why you care**  
**‘Engage’      Release the leader in everyone**  
**‘Transform’   Embed curiosity and act**

Overleaf, a snapshot of how we stretch thinking,  
develop leaders and build high performing teams ...

## Organisational Evolution- Are we keeping apace?



*“Creativity was the kingdom of the few, it has now become the realm of the many”*



## Breakthrough Ideas

Do they:

- Simplify customer choice?
- Redefine the competitive landscape?
- Work for our brand and our people?
- Relegate the opposition?



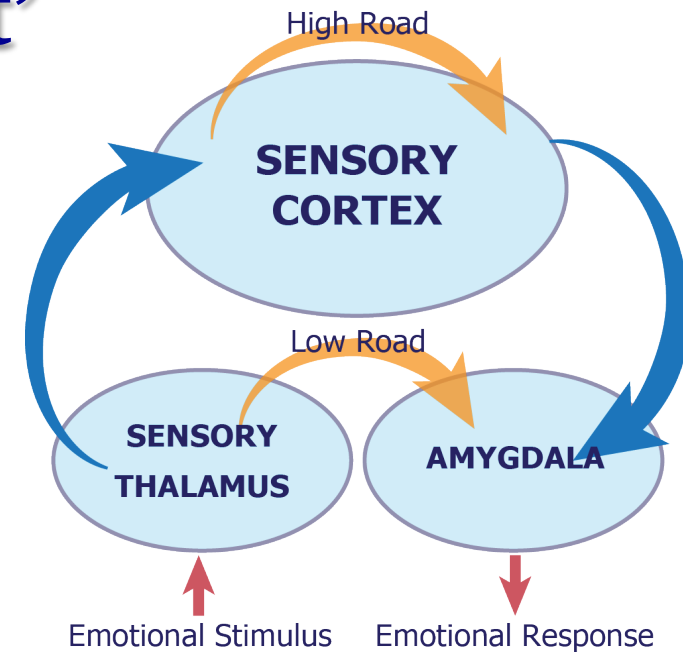
**True Leadership**  
**Instilling Belief amidst Uncertainty**



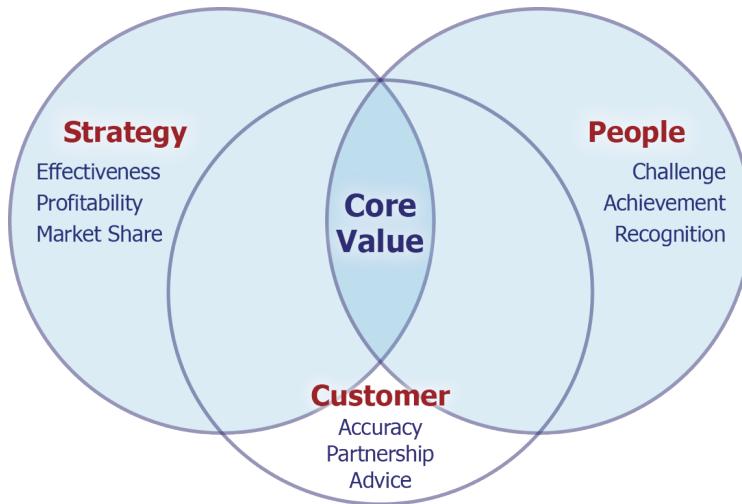
*“When we experience the discomfort, we know that we have found the place where a true leader is needed.”*

# ‘Connect’

**Fusing Emotion, Experience and Intellect**



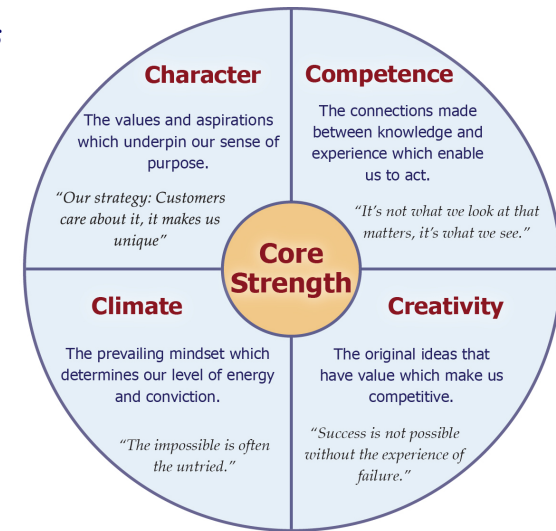
## The 3 Circles of Value Creation



*“Defence is an indicator of a team’s heart. Attack reflects its state of mind”*

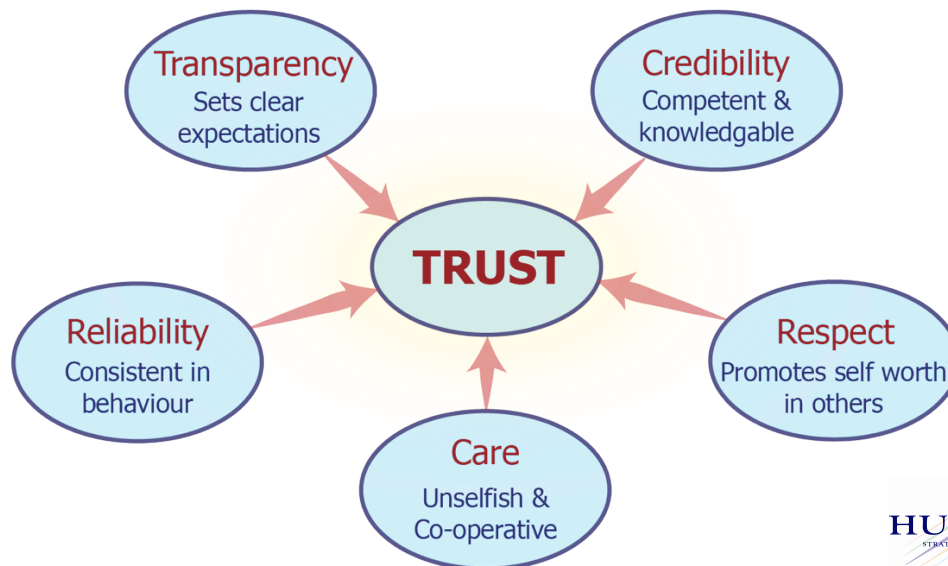


## Assessing Engagement

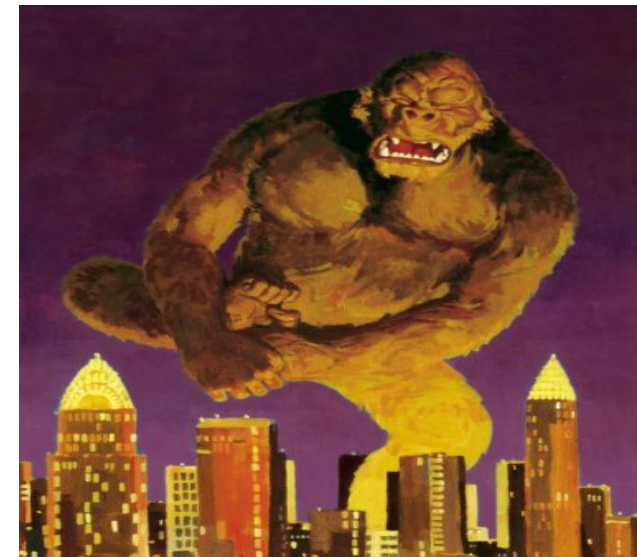


# ‘Engage’

## Measuring Trust, appreciating Vulnerability



## Resilience – the Flip Side to Innovation



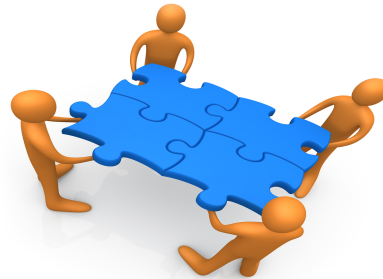
Small but tough. Polo.



## 7 Core Questions



*"We are always a work in progress,  
we must be our own disrupter"*



# 'Transform'

## 'Responsible Freedom' Accountability in Action

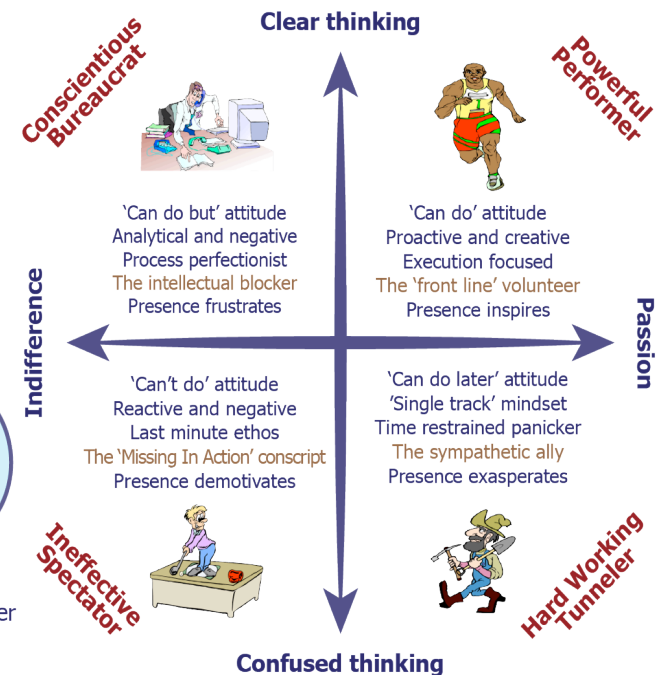


**HUNTER**  
STRATEGIC SOLUTIONS



## Enriching A Growth Mindset

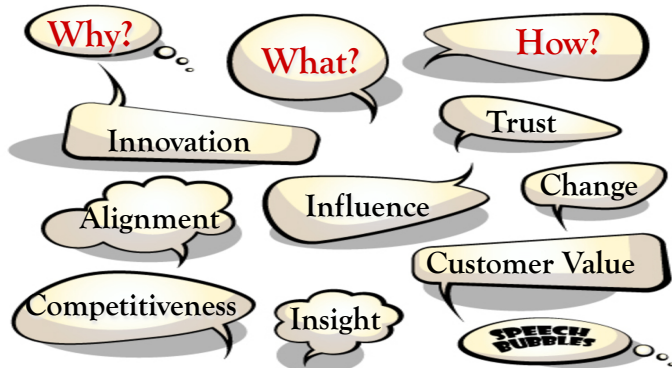
## Enhancing Engagement



# Our Executive Team Development Programmes

**'Crafting Courageous Questions,  
Constructing Influential Conversation'**

**Merger Acquisition & Integration**



Paris



London

**'Designing A New Vision'  
Corporate Team Development**



Warsaw

**'Creative Exchanges for  
Performance Excellence'**



Bucharest

**'Going The Extra Mile'**



Prague



**McKESSON**

*Empowering Healthcare*



NET-A-PORTER.COM



## Testimonials

*'I have worked with Haydn on a number of assignments related to organisational and personal effectiveness along with stakeholder management spanning over ten years. Throughout this time, Haydn has brought continuously innovative thinking, relevant and valuable intellectual capital along with practical application in the workplace. In particular, his research into Organisational Build and High Performance Team Development, has led to the creation of a suite of models for diagnosing, action planning and trending of effectiveness. And in recent months Haydn has shared valuable insight into this work on a Recruitment Framework Design.'*

Paul Reneaux, Programme Director, Hewlett-Packard



*'Haydn possesses the ability to identify the key strategic and people issues rapidly and his logical and calm persona gets his message over effectively with genuine buy in. He can help build great teams with cohesion and a sense of deep purpose. He can be truly inspirational. He has worked for us in UK, France, Central Europe and in North America and I will continue to find challenges which he can tackle with me.'*

Dyfrig James, Non-Exec Director, Lafarge Tarmac



*'Haydn is a superb business coach and consultant. As a coach he has helped me define and direct critical business needs and targets, and moreover he has provided a strong sense of validation to my business aspirations and personal career goals. I would recommend him to any manager seeking to achieve breakthrough results in their business.'*

Nigel Grace, Business Development Director, HFI



We live to help leaders develop and build great teams.  
For a detailed Mind Map of our Restless Inquiry® approach,  
email Haydn Parry at  
[hrp@hunterstrategic.com](mailto:hrp@hunterstrategic.com) or  
call Haydn directly on +44 (0) 7831 858473

***Building Tomorrow's High Performance Organisation, Today***  
*Corporate Training, Leadership Mentoring, Executive Recruitment*



1 Fore Street, London, EC2Y 9DT  
+44 (0) 203 126 4856

[www.hunterstrategic.com](http://www.hunterstrategic.com)