



Our Programmes

- **Navigating Change**

Are you feeling overwhelmed or uncertain about how to pivot your people and organisation to meet your sustainability goals? We help organisation to embrace sustainability, navigate emerging policies, and implement strategies to adapt to landscape changes. Our Sustainability Leadership Programmes empower leaders to take actionable steps towards real change for a more sustainable future.

- **Connected Leader**

As leaders focus on adapting to changes and meeting new targets, they have less time for people and relationships. Yet, we know that disconnected leaders cannot lead with impact. Our programmes support leaders to make quality connections with their people, unlocking the deep collaboration and knowledge exchange required to drive inclusive initiatives that yield remarkable results.

- **Empowering New Leaders**

Managers are often appointed because of their superior technical skills – skills that do not equip them to manage their people. The skills gap between having the technical skills to perform as an individual contributor and leading a team can be wide. With our programmes for onboarding new leaders, you can maximise the impact of your new leaders from day one.

Creating transformational change

Helping organisations create real behavioural change on the ground



Embrace the Future, Today

Surge Consulting is a learning consultancy that applies neuroscience to equip organisations with leaders who can lead change effectively.

Our mission is to create science-based, data driven behavioural change, at scale. We do this by transforming how leaders think and perform.



Why choose Surge Consulting?

Our leadership interventions unlock potential to create measurable change.



We empower leaders to manage compelling challenges brought on by climate change, compliance-related ESG goals, technological advancements and changing societal and consumer preferences.

Challenges are opportunities for growth that require profound shifts in how we operate. Our strength lies in helping organisations move from idea to impact, and from policy to on-the-ground practice.

Our Approach

We collaborate with organisations to design and deliver contextualised leadership programmes that create people, organisational and industry-wide change.

Our participants learn to navigate complex challenges and manage diverse stakeholders to become change-makers, ready to lead impactful change.

Based on learning science, our programmes tap on:

- Powerful in-person learning events
- Cohort-based learning
- Community and social learning that drives commitment to create change
- User-interactive learning technology
- Leadership coaching



ABOUT US



 **Parveen Sandhu**
Learning Lead

A learning and development specialist, emotional intelligence teacher, and executive coach, Parveen designs and implements impactful in-person and virtual learning solutions to achieve real mindset and behavioural change.

Underpinned by learning science, and incorporating technology, and workplace learning, her learning solutions meet people where they are, enrich them with powerful learning experiences that lead to behavioural change.

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 **David Swan**
Projects Lead

David is an experienced project manager who has worked extensively with diverse global work cultures in the high-tech industry across Europe, America and Asia.

He oversees the costing, development and implementation of large-scale, multi-stakeholder learning programmes that leverage technology for impact. He designs the M&E frameworks that underpin and track the effectiveness of our programmes.

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**Unlock the full potential of your organisation to leverage change.
Contact us for a conversation.**

CLIENT LIST

