LUT/NE BELL PARTNERS

Placing human intelligence first

An introduction to our Strategic Alignment and Implementation services

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PROBLEM

Even great business strategies can fail.

When they do, it’s usually because of a lack of human capability to execute them effectively.

There is often a disconnect between the agreed corporate strategy and the plan for hiring, training and people development.

In particular, leadership teams often focus on technical capabilities and overlook the importance of emotional intelligence, creating blind spots that derail execution.

- 70% of strategic initiatives fail*
- Costing c10% of annual revenue*
- Leadership often focuses on technical skills but overlooks the wider behavioural characteristics needed to deliver the strategy.
- Human misalignment, poor collaboration, and cultural breakdown directly costs business c25% of revenue*

* Sources include Harvard Business Review and Gartner.

SOLUTION

We provide two consecutive services

working in partnership with your leadership team

Strategic Alignment

- Analysing the degree to which your commercial and people strategies are connected and mutually coherent.
- Undertaking a human capability audit of leadership and key team members to establish how well-aligned the skills in the business are to the short, medium and long-term business objectives.
- Advising on any gaps or inconsistencies which may exist, and creating an action plan to address these.

Implementation

- Providing independent data-driven support for hiring, training and people development, using the context of the strategic alignment assessment to help build teams that can adapt, collaborate, and deliver.
- We rigorously measure both Technical Capability and Emotional Intelligence (EQ) to predict not just if a candidate can do the job, but how they will deliver results.

Leadership Analysis

We conduct a high-level assessment of key leadership capability at Board or Executive level to determine how effectively skills, behaviours, and leadership dynamics align with the organisation's short, medium and long-term objectives.

We identify gaps, misalignments and blind spots, and provide a clear, actionable plan to strengthen leadership performance and strategic readiness.

Board Effectiveness

A Chair-led, deep-dive review conducted every three years, supported by a fully automated digital Board Effectiveness Portal.

The portal provides a "Human in the loop" oversight with cutting edge AI digital functionality, enabling the organisation to run light-touch annual reviews independently, ensuring continuous oversight, accountability, and improvement.

Commercial EQ

We analyse the emotional and cultural dynamics of key demographic groups across the enterprise to give the Board a clear mirror into organisational mindset, culture, and aspiration.

This insight informs conversations around strategic alignment, leadership behaviour, succession planning, and L&D investment, strengthening human accountability and ensuring people strategy evolves in line with business ambition.

Succession Planning

Aligned to our Leadership Analysis or delivered independently, we help leadership teams align current and future human capability to organisational strategy.

We highlight blind spots, key hiring priorities, leadership development needs, and scale-up/ scale-down strategies, reducing the risk of strategic failure and enabling a confident, ambitious and aligned leadership culture at every level.

Learning and Development

L&D planning is one of the most effective ways to prevent future attrition spikes. Working closely with your HR team, we analyse the leadership skills and capabilities required to operate with confidence and alignment to the business strategy.

This enables us to create personal development roadmaps that support individual career growth while strengthening the organisation's strategic capacity.

Executive Search

Our executive search team operate with a deep conviction for matching exceptional leaders to environments where they will create the greatest impact. Supported by our market-leading events fora, we maintain unrivalled access to communities of top-tier executives across UK financial services. We apply cutting-edge cognitive and emotional intelligence profiling to assess accountability, surface blind spots, and identify future potential providing a richer, more predictive insight than traditional skills-based selection methods.

Board Selection

We support a 600+ iNED community of leading UK financial services directors. We help boards align culture with strategy and, through curated introductions and fixed-cost recruitment, appoint the right leaders precisely when required.

Executive Coaching

Unlocking leadership potential far beyond the skills base. We help executives build the emotional intelligence, resilience, and intellectual curiosity needed to collaborate at the highest level and drive organisational ambition.

Interim Consulting

MSA/SOW-based consultancy providing targeted leadership support during defined periods of transition, growth, or change.

VALUE

De-risking your Human business strategy

by strengthening its probability of success & protecting existing and projected revenue

- Understanding where business strategy and human capability are most at odds with each other whilst identifying what can be done to address this.
- Ensuring your leadership team possesses the psychological maturity to adapt, collaborate, and execute.
- Establishing a baseline human capability model onwhich to build via future recruitment, training and development.
- Ensuring your human capital investment directly supports your strategic goals.
- Continuously increasing the skills and capabilities in your business where they matter most.

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