

Please could you mark the following content headlines out of ten in terms of relevance and transferability back into your role in the business:

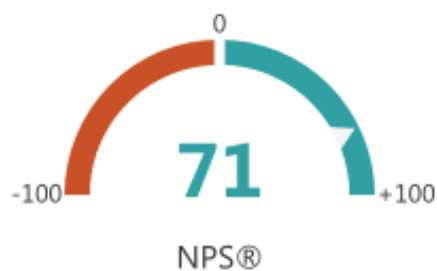
#### 1. THE IMPORTANCE OF EMBEDDING CULTURE

Promoters	7
Passives	0
Detractors	0



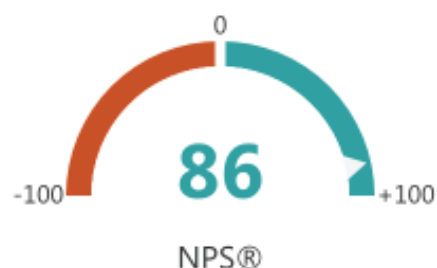
#### 2. MAKING DECISIONS UNDER PRESSURE

Promoters	5
Passives	2
Detractors	0



#### 3. LESSONS FROM HIGH PERFORMING TEAMS AND THEIR BEHAVIOURS

Promoters	6
Passives	1
Detractors	0



#### 4. THE VALUE OF HOLDING YOURSELF AND PEERS TO ACCOUNT

Promoters	7
Passives	0
Detractors	0



#### 5. THE IMPORTANCE OF DELIVERING RESULTS WHICH ARE ALIGNED WITH YOUR STRATEGY - VISION - VALUES & BELIEFS

Promoters	7
Passives	0
Detractors	0



#### 6. Comments:

Importance of remembering our core values which has made us a success during this transitional period.

The emphasis on self-awareness and emotional regulation under pressure was particularly eye-opening. This really hit home—especially near the end of the mission Stuart had to make tough decisions with minimal self-care. It highlighted how easy it is to overlook personal wellbeing when the stakes are high, and how that can affect judgment and outcomes.

Although worlds apart in terms of 'real life' some extremely similar cross overs in terms of the 'nature of the business' and outcomes required. A hugely intriguing session to reflect upon.

All was extremely relevant within my current role. The training was well thought out and equipped me for what I need.



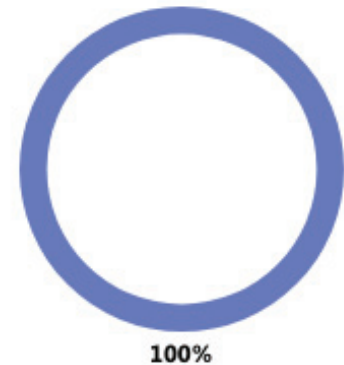
## 7. Overall, how satisfied are you with the workshop experience?

Promoters	7
Passives	0
Detractors	0



## 8. Did you find the workshop of benefit?

● Yes	7
● No	0



## 9. Comments:

Don't be afraid to challenge and staying true to your values.

### Start / Stop / Continue Framework

**Start:** Using the Decision-Making Matrix more consistently in high-pressure situations (Situation • Aim • Factors • Courses of Action • Options • Maintaining direction). Checking in with the team to ensure full understanding and clarify any outstanding points. This improves alignment and reduces assumptions. Building in short reflection pauses before decision-making, even when under time pressure.

**Stop:** Relying purely on instinct or rushing decisions when feeling stressed or fatigued. Overlooking self-care and emotional regulation, especially near the end of intense workloads or "missions." Fatigue and stress clearly impacted decision quality in the simulation.

**Continue:** Promoting team awareness of how stress affects decision-making and encouraging open discussion when clarity is needed.

Thought process in everything we do and communication being so vital.

Decision making process and implementation to team.

To assess situations with a model in mind, what is the situation, what factors affect it, what are the various solutions, then make a decision and ACT on it.

That decisions can have to be made in a split second. They may not always be right but you can always learn from them.

Sometimes you have to make choices that do adhere to policy but go back to your core values and for the good of the business. Sometimes it good to lean on someone and get a second opinion on your decision making.

10. How well do you think Kevin Parr's opening session set the scene at the start of the day?

Promoters	7
Passives	0
Detractors	0



11. Did this feel like this session was joined up with Stuart Barker's session in terms of content and relevance?

● Yes	7
● No	0



## 12. Comments:

It was really helpful in understanding the team's current position and setting the scene for Stuart.

**Yes, important to understand our goals before putting a plan of action together**

Kevin started us in the journey towards Stuart's session. It worked very well and was relevant to us.

a little longer in the practical sessions



13. How would you rate the day in terms of content and relevance to your' business overall?

Promoters	7
Passives	0
Detractors	0



#### 14. Comments:

Importance of stepping back whilst in the middle of our transition, understand our responsibility to the team and what role we play

The content was highly relevant to the transitions we're currently navigating, particularly in areas such as change management, cultural integration, and making tough decisions with confidence.

No better focus session to highlight that communication with all key stakeholders is absolutely critical in everyday life, not purely at work

Inspirational conversations and some great ideas about leadership and decision making

Good models that provided we give the necessary thought and time to, can really help us make day to day decisions on situations, negotiations and general day to day business

It connected with what we are up against and struggles we can come up against.

The day was engaging, interesting and relevant - as long as you can keep referencing back to how the content should align with the business you will get key takeaways from the day.

#### 15. Could you sum up in one sentence how you felt after Stuart had delivered the session?

Energised and refocused.

I left the session feeling confident in my decisions, reminded that while they may not change the world, making them with our values at the core is what truly matters.

Stuart came across extremely passionate and his first hand experience in decision making was unrivaled. A very grounding, enlightening and informative day.

Very humbled, that some people's decisions have life changing results, not just business results.

Motivated to act, Intrigued to hear more.

Split second decisions control our life.

Intrigued - could be very easy to get distracted from the core message because he is such an interesting person with amazing stories.

## 16. Do you have any suggestions that you would make to improve the day in any way?

Make it over 2 days with a follow up session on progress regards our commitment to put into practice what we have learned.

The day was really well put together, but one suggestion would be to allow a bit more time for open discussion or Q&A, it would help deepen understanding and give space for different perspectives to come through.

It felt a bit rushed but as discussed, this wasn't down to Stuart, just timings on the day.

Next action section.

Key actions to hold people accountable.

Stuart's needs a full day. It felt rushed to fit into the session. Though a full day of Stuart would be very intense. 2 half days of Stuart would be more beneficial to his story and training outcome. Kevin was as flawless as ever. So he needs some criticism once I think of it haha

No

## 17. Taking the actions and takeaways that you have detailed above can we agree a follow up date in September when we can evaluate how these are being put in place both individually and as a Team?

● Yes 7  
● No 0



## 18. Preferred follow up date?

Any week bar w/c 22nd

12th September 2025

22nd September

01/10/25

TBC

Not the second or third week of September.

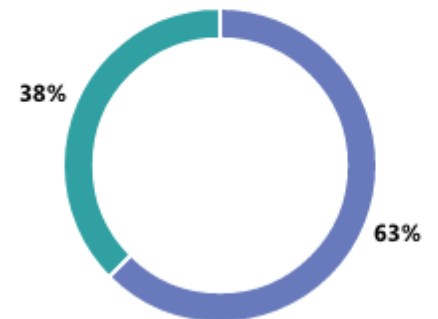
Week comm 22nd sept





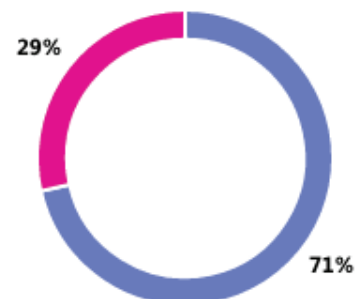
## 19. Preferred method of follow up or meeting

Teams	5
Zoom	0
Face to Face	3



## 20. Do you feel there is a benefit in delivering a follow up workshop/session to drill down and expand on any of the most relevant content?

Yes	5
No	2



## 21. What would be the most important content that you would like to focus on?

Understanding process in making decisions under pressure.

Yes, I think a follow-up session would be really beneficial, it would give us the chance to explore key topics in more depth, apply them to real scenarios in our teams, and build momentum around the changes we're aiming to embed. Thank you- Andrea.

Expansion on the areas covered and how we can share/facilitate to the wider business.