

# Full 360 Capability Solutions

End-to-end leadership and culture programmes anchored in data, behaviour, and measurable movement

Assess · Analyse Gaps · Design · Deliver · Re-Assess



***When the challenge is bigger than a workshop, the solution needs to be designed as a journey. This is for organisations serious about capability build — not one-off training events, but a measured development pathway with visible outcomes.***

## This is the right solution when

- Leadership behaviour needs to shift across levels.
- A transformation is underway and people alignment is critical.
- Culture, communication, trust, or accountability gaps are slowing performance.
- Senior leaders want evidence of progress, not only satisfaction scores.

## The five-phase structure

<b>Phase 1: Assess</b>	Individual and team baseline using validated EQ, brain style, and team effectiveness tools.
<b>Phase 2: Analyse Gaps</b>	Data reviewed with leadership to identify priority capability gaps and development focus areas.
<b>Phase 3: Design</b>	A bespoke programme architecture built around the actual gaps, not a catalogue.
<b>Phase 4: Deliver</b>	Facilitated workshops, coaching, and peer learning over a defined timeline.
<b>Phase 5: Re-Assess</b>	Same tools, second measurement. Proof of what moved and what still needs work.

## Named engagements

Tandem Runner has delivered multi-phase capability programmes for PSN Abu Dhabi, UAE Ministry of Foreign Affairs (MoFA RISE), ADAFSA, Sidra Medicine, STC, and ADNOC. Engagements range from single-cohort leadership programmes to development partnerships spanning 12 months or more. For enterprise-scale engagements, Tandem Runner may collaborate with strategic partners while Sandra Haddad remains directly responsible for programme design, assessment interpretation, and facilitation quality.

**The purpose is to give leadership teams a clear view of where capability stands today, what must shift, and how progress will be measured over time.**

**Tell us the challenge. We will map the journey, the measures, and the solution.**

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**Go inward. Lead outward.**