



HUMANS: unlock the potential of your leadership teams to build a stronger business

*Transforming your leadership through
purpose, agility, and human-centric
dynamics*



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Leading through change

Change is no longer optional, it's inevitable. The most successful leadership teams are those that take control, respond proactively, and guide their people with clarity and purpose. This eBook explores how to develop high-performance leadership teams using MatchFit's evidence-based approach.

**YOUR ORGANISATION
NEEDS TO ADAPT TO A
CHANGING WORLD,
AND THAT STARTS
FROM THE TOP.**

**This eBook could be the start of your
transformative journey.**

What does good leadership look like?

Good leadership is authentic, adaptive, and purpose-driven. It means inspiring trust, communicating with clarity, making decisions with integrity, and enabling others to grow and perform at their best, while aligning actions with the broader goals of the organisation.

"Leadership is the capacity to translate vision into reality."

Warren Bennis





What is MatchFit's HUMANS leadership development model - and how can it help you?



HUMANS is a leadership framework that addresses hidden dynamics to enhance team alignment, impact, and performance.

-  **Reveals blind spots**
Encourages feedback and transparency to strengthen team trust and insight.
-  **Breaks silos**
Promotes collaboration and alignment across polarised or fragmented groups.
-  **Drives accountability**
Reinforces clarity and impact of leadership behaviours.
-  **Drives innovation**
Challenges the status quo to maintain momentum and change readiness.
-  **Celebrates success**
Recognises achievements, boosting morale and reinforcing positive behaviours.

Section 1: The anatomy of exceptional leadership

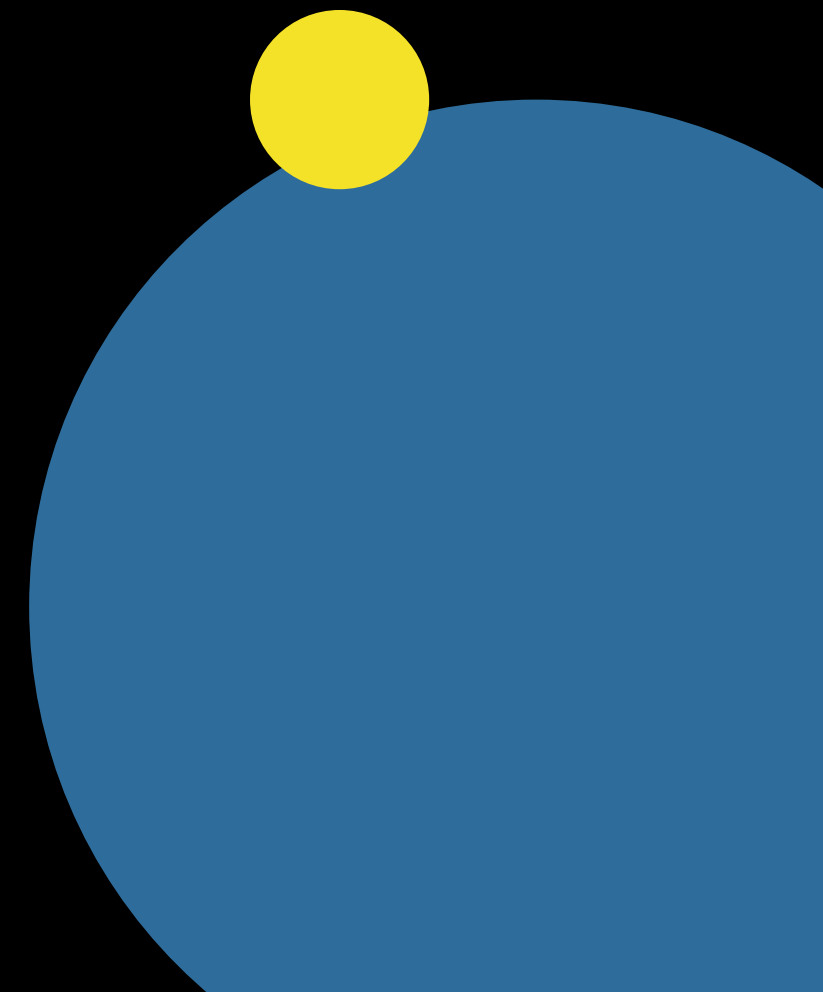


Beyond the title: leadership as behaviour

True leadership is about action, not position. Through extensive analysis, MatchFit identified three core components of high-performing leadership:

- + **Purpose** – moving forward with certainty
- + **Pivot** – reading the horizon and adapting
- + **Pace** – acting with agility and responsiveness

The '3Ps' are the key elements that form the core of modern leadership.



Section 2: Importance of the 3Ps



+ **Purpose** – *moving forward with certainty*

Purposeful leaders inspire confidence. They provide clear direction and align their teams around shared goals. This clarity helps individuals see how their work contributes to the bigger picture.

+ **Pivot** – *reading the horizon and changing*

Change-readiness is a defining trait of effective leaders. Leaders who pivot do not simply react—they anticipate and prepare, bringing their teams with them.

+ **Pace** – *being responsive, informed, and quick*

Agile leadership balances urgency with thoughtfulness. Teams that maintain pace outperform by responding quickly and wisely, creating a culture of action and trust.



Section 3: What drives or derails leadership?



Enablers and inhibitors

Leadership doesn't operate in isolation. Several factors influence whether leadership is effective:

- + **Enablers:** clear communication, shared goals, positive team dynamics
- + **Inhibitors:** poor communication, unclear direction, toxic culture

External pressures—market conditions, technology, economic trends—also shape outcomes. Great leaders understand these dynamics and respond with strategic intent.



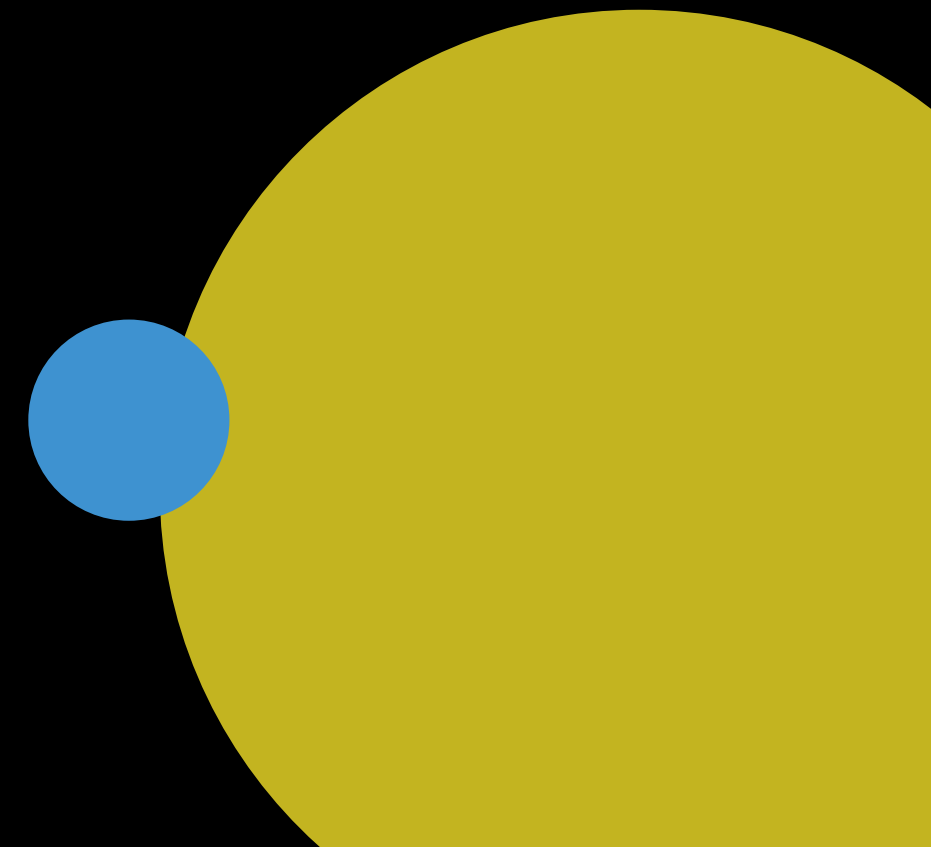
Section 4: The HUMANS in leadership model

A practical framework for transformation

To help teams succeed in complex environments, MatchFit developed the HUMANS model. Each letter represents a dynamic, with corresponding inhibitors and enablers:



<u>DYNAMIC</u>	<u>INHIBITOR</u>	<u>ENABLER</u>
H - Hidden	Blind spots, unknowns	Exploration, feedback
U - Untied	Silos, polarisation	Alignment, collaboration
M - Minimised	Low priority, stagnation	Reinforcement, awareness
A - Accepted	Complacency, status quo	Challenge, change
N - Navigated	No direction, fragmentation	Engagement, direction
S - Success	Unrecognised, misattributed	Celebration, recognition



Section 5: Applying the HUMANS Model



Our six **application secrets**:

- + **Hidden** - Tackle blind spots by encouraging honest feedback and open exploration.
- + **Untied** - Break down silos and build alignment through collaborative practices.
- + **Minimised** - Prioritise leadership behaviours and clarify their impact.
- + **Accepted** - Question complacency. Challenge norms to stay innovative.
- + **Navigated** - Provide structure and clear checkpoints to guide teams.
- + **Success** - recognise and celebrate success—accurately and consistently.



Section 6: Behavioural leadership for today's workplace

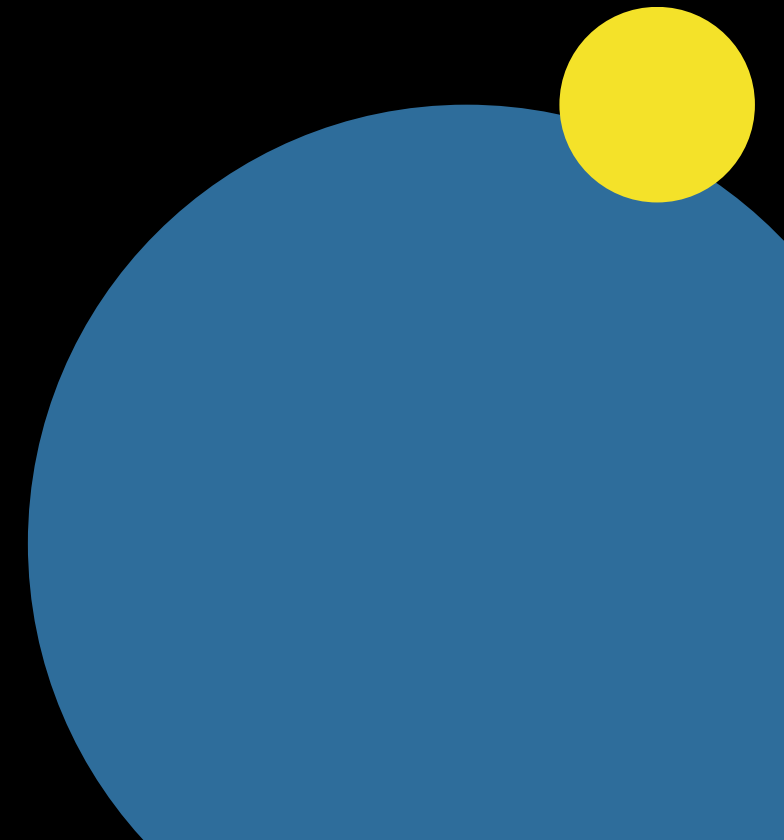


Leading humans, not roles

Modern leadership is human-centred. Leaders must understand individual experiences, motivations, and styles. Using the HUMANS model alongside the 3Ps creates:

- + Collaboration**
- + Innovation**
- + Resilience**

This approach builds not just better leaders, but better workplaces.



Section 7: Taking action with MatchFit

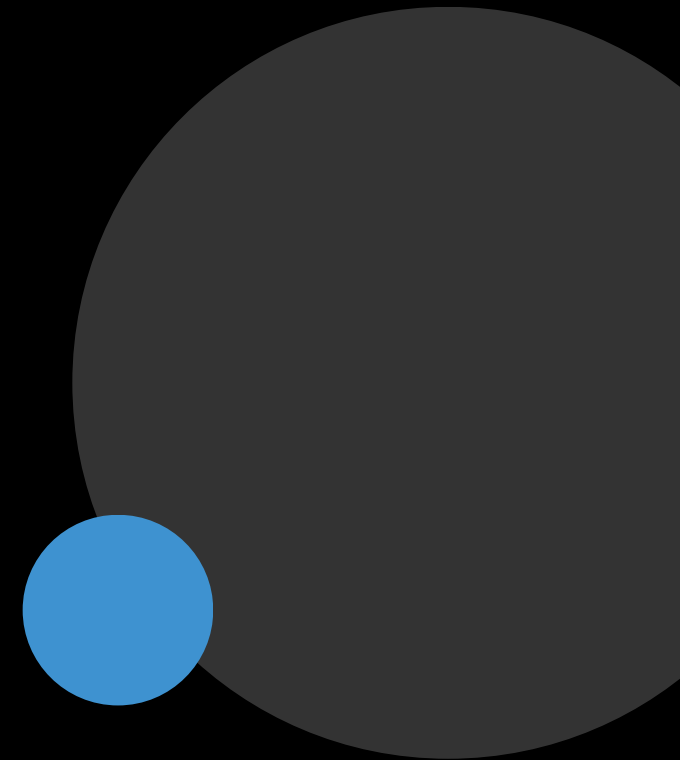


Unlocking your leadership potential

MatchFit's award-winning programmes combine the HUMANS model, the 3Ps, and a phenomenological approach to deliver measurable cultural change. Leadership is about action—and the tools are here to help you act.

Visit our website at <https://matchfitclimb.com/> and email us: enquiries@matchfitclimb.com

Let us help you create a culture where everyone thrives.



About MatchFit



MatchFit® is a specialist organisational development consultancy focussed on delivering sustainable high-performance cultures through leadership, team and individual performance development in the private and public sector.

Our award-winning CLIMB methodologies have helped many companies change their cultures for the better and drive sustainable high-performance within their individual leaders and team.

Past and present clients include: Ministry of Justice, BNP Paribas, HH Global, NatWest Bank, Quilter Cheviot, Julius Baer, Tata and Dawleys.