

Development that gets beneath the surface

Ethic Eyes helps HR directors, CEOs, senior leaders and leadership teams understand what is really going on beneath the surface, then turn that insight into practical behaviour change. Led by Andrew Porteous, the practice combines psychometrics, 360 feedback, facilitation, executive coaching and practical organisational development experience across leadership development, team development, change support and senior selection.

The starting point is simple: understand the real issue before designing the response.

THE CORE IDEA

The visible problem is rarely the whole problem.

- A leadership issue may be a trust issue.
- A team issue may be a conversation issue.
- A change issue may be an involvement issue.
- A senior appointment issue may be a context and relationship issue.

OFFICIAL VERSION VS REAL VERSION

Every organisation has an **official version**: the strategy, values, structures, processes and leadership messages.

And every organisation has a **real version**: the conversations people avoid, the behaviours that are tolerated, the informal influence, the pressure points and the things that actually get rewarded.

Ethic Eyes helps leaders understand the gap between the two before deciding what kind of support will genuinely help.

How we help

01

Tailored Leadership Development Programmes

Helping leaders recognise what they need to do to be successful, then supporting them as they put new approaches into practice.

Can include psychometrics, 360 feedback, targeted development modules, practical leadership challenges and one-to-one coaching.

02

Developing Teams

Helping teams work through their issues, agree how they operate, set boundaries and align behind a common purpose.

The work helps teams have better conversations, build trust, improve challenge and sustain progress beyond the session.

03

Making Change Happen

Practical change support that helps leaders stop, step back and involve people properly, so change is coordinated, achievable and done with people rather than to them.

04

Senior Selection & Assessment

Psychometric insight to support senior hiring decisions and help appointments start well.

Not a pass-or-fail process. It helps hiring managers and candidates explore fit, working style, strengths, risks and the relationship they will need to build.

WHAT THE WORK CAN INCLUDE

- Senior leader conversations
- 360 feedback
- Facilitated workshops
- One-to-one coaching
- Hiring manager and candidate feedback
- Psychometric assessment
- Team or participant diagnostics
- Leadership development modules
- Change planning and stakeholder work
- Practical recommendations and action plans

DIAGNOSTIC TOOLS

Four short diagnostic tools for leaders, teams and HR professionals who want to reflect before arranging a conversation:

- Leadership Reality Check
- Change Readiness Reality Check
- Team Effectiveness Diagnostic
- Senior Appointment Risk Check

These are structured reflection tools, not formal diagnoses. They help identify where an issue may really sit and whether a deeper conversation would be useful.



WHY ANDREW

Andrew Porteous

BA (Hons), MBA · BPS Certification: Psychometrics & Quantitative Psychology · EMCC Accredited Coach and Coach Supervisor.

Over 25 years' consulting experience across leadership development, team development, organisational change, executive coaching, psychometrics and senior selection. Assignments have included organisations such as Aviva, BAE Systems, BP International, BT, Microsoft, NHS, PwC, RBS, Sony ATV and Unilever.

START WITH A CONVERSATION

The first conversation explores the context, what may be happening beneath the surface and whether the right next step is leadership development, team development, change support, senior selection insight or a focused diagnostic review.



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