

Fully Bossed

Transforming organisations
and the leaders inside them.



www.fullybossed.com

125M+
Content views online

4.8/5
Average delivery rating

1000+
Trained, globally

What's inside

01 **Executive Summary**
Who we are, what we do,
and why it matters for
your organisation.

02 **Why Soft Skills Matter**
The data behind the
business case for
investing in people
capability.

03 **Challenges We Solve**
The real organisational
problems we help
leadership teams tackle.

04 **Who We Are**
Our clients, our delivery
team, and the Fully
Bossed difference.

05 **Why Fully Bossed**
Our four differentiators -
what sets us apart from
conventional providers.

06 **Our Capabilities**
Advisory, Workshops,
Coaching and Speaking —
the full range of what we
deliver.

07 **Client Case Studies**
Real-world examples of
impact across sectors,
geographies and
leadership levels.

08 **The Tools**
Our 4-pillar soft skill
framework and the Fully
Bossed Academy.

01 · EXECUTIVE SUMMARY

We Build The Leaders Your Strategy Needs

Fully Bossed is a specialist leadership advisory and development company. We work with organisations to develop soft skills at scale — the capabilities that determine whether your leaders communicate, influence, collaborate and perform at the level your strategy and enterprise transformation demands.

WHAT WE DELIVER	WHO WE WORK WITH	HOW WE WORK
<ul style="list-style-type: none">● Bespoke advisory, coaching, workshops and speaking programmes● Leadership & behavioural transformation at scale● Culture and performance capability building / redesigns● AI & workforce adoption support● Personal brand and executive communication	<ul style="list-style-type: none">● Global corporations, professional services private equity and educational institutions● C-suite, senior leaders, emerging talent and mid-managers● Organisations in transformation, growth or post-deal integration● Cross sector, cross industry - globally	<ul style="list-style-type: none">● Fully bespoke — no off-the-shelf programmes● Culturally intelligent, globally experienced● 4-pillar soft skill framework: Mindset, Branding, Storytelling & Orchestration● Delivered by senior business transformation practitioners, not just training facilitators - making everything practical from day 1

4.8/5

Average delivery rating across all programmes

120M+

Content views across social channels

1000+

People impacted, globally

90+hrs

Executive coaching hours delivered

02 THE BUSINESS CASE

The Numbers Don't Lie

Soft skills are no longer a 'nice to have'. The research is unequivocal: the ability of your people to communicate, collaborate, lead and adapt is the single greatest lever for sustained business performance.

85%

of job success comes from soft skills — communication, negotiation and leadership

Source: Harvard University / Stanford Research Institute / Carnegie Foundation

250%

potential ROI from well-designed soft skills development programmes

Source: MIT Sloan Management Review

89%

of bad hires fail due to poor soft skills — not lack of technical ability

Source: LinkedIn Global Talent Trends

92%

more likely to innovate effectively with a strong learning and development culture

Source: Deloitte Human Capital Trends

46%

more likely to be first to market when employees have strong collaborative skills

Source: Deloitte Human Capital Trends

94%

of employees say they would stay longer at a company that invested in their development

Source: LinkedIn Workforce Learning Report

Organisations that invest in leadership capability don't just retain talent — they build the **cultural infrastructure** that enables strategy to be executed, change to land, and performance to compound.

03 CHALLENGES WE'VE SOLVED

Real Problems. Practical Solutions

These are the challenges our clients bring to us most often — and where we consistently deliver measurable results.

Leadership Pipeline Gaps

Senior talent with technical depth but limited people skills, presence or strategic communication ability.

Post-Merger Culture Friction

Teams struggling to collaborate across newly merged entities, misaligned leadership styles slowing integration.

Transformation Falling Flat

Strategy is clear — but leaders can't bring teams with them. Change is resisted because people skills are missing.

High Potential, Low Visibility

Talented individuals not progressing due to underdeveloped personal brand, executive presence or storytelling skills.

Retention & Burnout Risk

Top talent leaving or disengaging because development, autonomy and psychological safety are absent at leadership level.

Gen AI & Workforce Transition

Teams 'adopting' AI tools without the human skills — critical thinking, communication, adaptability — to use them effectively.

If any of these sound familiar, you're in the right place.
We design programmes specifically around your context.

04 WHO WE ARE

Trusted by the World's Leading Organisations

CLIENTS WE'VE WORKED WITH

Global Corporates (multi-industry)

Global Management Consultancies

Law Firms

Educational Institutions (inc Ivy League)

Global Sports Governance Bodies

C-Suite Executives & Entrepreneurs

Mid-Management & Emerging Talent
Cohorts

Private Equity

OUR DELIVERY TEAM

- Senior executive and Partner practitioners with decades of leadership, strategy consulting, transformation and commercial experience; inc. at big-4 consultancy firms
- Culturally fluent across APAC, EMEA, Americas — programmes designed for global organisations
- Deep expertise in executive coaching, training facilitation, personal branding and strategic communication / storytelling
- Founder led; a former senior Senior Partner with corporate strategy, M&A, operating model and leadership transformation experience within Big 4 Consulting; Tedx Speaker and multiple business award winner.
- Creators of relatable and engaging content, with 120M+ combined content views

"The first development programme that truly resonated with our reality as regional leaders."

**Head of Talent, Global
Governance Body · APAC**

We're a leadership advisory and development company, obsessed with helping talent and cultures perform.

05 · WHY FULLY BOSSED

What Makes Us Different

We are not a training catalogue. We are a specialist partner — brought in when organisations need something genuinely tailored, expertly delivered, and commercially grounded.

Senior Practitioner Delivery

Our work is facilitated by senior leaders — with hands on business experience. We're expert business advisors and experts in leadership transformation. Both - not just one. The credibility in the room matters.

Global Cultural Fluency

Given our global business experience, our programmes work across geographies and cultures — delivered in APAC, EMEA and Americas with authentic cultural intelligence built in, not bolted on.

Commercially Grounded

We help you connect soft skill development directly to business outcomes — performance, retention, transformation readiness, client revenue and growth.

Fully Bespoke Design

Every programme is built from scratch around your strategy, culture and people challenges. We design for your context and leverage our 4-pillar framework.

“We sit at the intersection of leadership transformation and business strategy — where soft skills become the enabler of hard results.

OLI IKECHI-D'AMICO · CEO & FOUNDER, FULLY BOSSED



06 · OUR CAPABILITIES

What We Deliver

1) ADVISORY

The Anchor

<p>A Leadership & Behavioural Transformation Embedding the leadership behaviours required to deliver strategy, manage large-scale transformation and drive organisational change.</p>	<p>B AI & Workforce Adoption Helping organisations move beyond the technology — focusing on behavioural change, capability building and new ways of working with AI.</p>
<p>C Operating Model & Organisational Effectiveness Supporting redesign of structures, governance, decision-making and processes to enable growth and transformation delivery.</p>	<p>D M&A & Transformation Programmes Advising on talent, culture and leadership alignment across large-scale enterprise transformations and post-merger integration.</p>
<p>E Culture & Leadership Alignment Shaping the leadership behaviours and cultural environment required to deliver strategic priorities and enable sustained performance.</p>	<p>F Executive Communication & Strategic Storytelling Helping senior leaders articulate their value, influence stakeholders and communicate strategy effectively with clients and boards.</p>
<p>G Growth Capability & Advisory Effectiveness Helping leadership teams strengthen client engagement through trusted-advisor behaviours that support sustainable commercial growth.</p>	

2) WORKSHOPS

The Heartbeat

Bespoke Group Programmes

Fully tailored workshops for leadership cohorts, emerging talent, women, and cross-functional teams — in-person and virtual. Built around your objectives, culture and people.

3) SPEAKING

The Energiser

Keynotes & Panel Events

High-impact keynote speaking and panel appearances for leadership conferences, town halls and off-sites. Topics include leadership, soft skills and the future of work.

4) COACHING

The Catalyst

1:1 Executive Coaching

One-to-one coaching for senior leaders, high potentials and career changers. Focused on executive presence, personal brand, communication, career navigation and performance under pressure.

07 · PROOF OF IMPACT

Full case study details, including outcomes, in our Client Case Study Reference document. [AVAILABLE ON REQUEST >](#)

Our Clients. Real Results

ADVISORY · WORKSHOP

Global Sports Governance Body

Executive Leadership Programme, APAC

Designed and delivered a bespoke APAC leadership programme for the region's top 100 leaders. Adopted as the official annual leadership offering. 96% of participants reported increased awareness of how to lead with greater impact.

WORKSHOP

Law Firm

Leadership & Presence Development

Delivered a tailored leadership programme helping senior associates develop executive presence, personal brand and client relationship skills critical to progression.

WORKSHOP · SPEAKING

Ivy League Business School

Inclusive Leadership

Delivered immersive sessions on next generation and inclusive leadership behaviours for Executive MBA (equivalent) global cohorts online.

ADVISORY · COACHING

Global Corporate & Investment Bank

Senior Leadership Transformation

Advised and coached senior leaders through a major operating model transformation — embedding the leadership behaviours required to land significant structural change.

WORKSHOP · ADVISORY

Global Management Consultancy

Personal Branding Programme,

Facilitated personal branding and storytelling workshops for consulting teams across APAC, helping professionals strengthen client relationships and internal influence.

COACHING

C-Suite & Senior Executives

1:1 Executive Coaching Engagements

With senior leaders across consulting, legal, private equity, finance, technology and media; covered career strategy, executive presence, executive storytelling, burnout recovery and authentic leadership.

WORKSHOP

Global Boutique Consultancy

Advisory Effectiveness Programme

Designed a programme to strengthen advisory team client engagement capabilities — building trusted-advisor behaviours and commercial relationship skills.

COACHING · WORKSHOP

Emerging & Mid-Level Leaders

Career Acceleration & Leadership Programmes

Group and individual programmes for mid-managers and high potentials in finance, consulting, media and technology — focused on visibility, progression and leadership readiness.

08 OUR APPROACH

Built on Proprietary Frameworks

Every Fully Bossed engagement is anchored in structured, proprietary thinking - three interconnected frameworks that ensure our work is precision-designed, not generic, and built to deliver results that last.

FRAMEWORK 01 · THE FOUNDATION

The Fully Bossed Blueprint™ — 69 Skills Across 4 Pillars

The complete architecture of human leadership capability. 69 essential soft skills, mapped, sequenced and structured across four pillars— the definitive system for building leaders AI cannot replace.

MINDSET	BRANDING	STORYTELLING	ORCHESTRATION
<ul style="list-style-type: none"> Ambition Curiosity Belief Resilience Discipline 	<ul style="list-style-type: none"> Purpose DNA Proposition Visibility Exec. Presence 	<ul style="list-style-type: none"> Clarity Insights Influence Empathy Data Driven 	<ul style="list-style-type: none"> Results Operations Mgt Collaboration Trust Adaptability
+ 10 more skills →	+ 10 more skills →	+ 10 more skills →	+ 10 more skills →

FRAMEWORK 02 · THE ENGINE

Transformation Execution Governance™

Our proprietary model for ensuring transformation lands - and stays landed. Five interconnected elements that govern how change becomes embedded behaviour.

- Governance & Structure
- Planning & Delivery
- Management & Control
- Communication & Momentum
- People & Culture

Full framework detail available on request.

FRAMEWORK 03 · THE FUTURE

AI Adoption Framework™

Our structured model for human-AI integration at scale - building the behaviours and skills that make AI an asset, not a liability, across your organisation.

- Readiness & Role Mapping
- Human-AI Workflow Design
- Skills Transition Planning
- Embed & Activate
- Governance & Sustain

Full framework detail available on request.

These frameworks don't sit in a deck. They sit inside every programme we design, every advisory engagement we lead, and every coaching conversation we have. The rigour you can't see is what produces the results you can.

08 · OUR FRAMEWORK & TOOLS (1)

Our Soft Skill Framework

Our four-pillar leadership framework underpins every programme we design. It ensures development is holistic, practical and anchored in real-world leadership demands.

PILLAR ONE

Mindset

Cultivating self-leadership, confidence, daring ambition and resilience under pressure. The internal foundation that makes everything else possible.

PILLAR TWO

Branding

Strengthening personal identity through clarity of purpose, proposition, relatability and collaboration — building a leadership presence that opens doors.

PILLAR THREE

Storytelling

Creating emotional connection, speaking with impact, and owning your narrative — the communication capabilities that inspire, influence and persuade.

PILLAR FOUR

Orchestration

Driving execution through clear planning, strong relationships, collaboration and behavioural leadership — translating vision into action at scale.

FULLY BOSSED™ FRAMEWORK



THE FULLY BOSSED LEADERSHIP ACADEMY

Scalable Leadership Development

The Fully Bossed Academy will bring our four-pillar framework to life as a structured, accessible learning platform — enabling organisations to develop leadership capability at scale, consistently and cost-effectively.

Structured learning pathways aligned to leadership level.

Move through a powerful flow:
Discover → Learn → Apply → Grow.

Dynamic and interactive tool to sharpen soft skills - fast.

Diagnose strengths, uncover blind spots, and get a tailored roadmap that shows exactly which skills to build next – and how.

Measurable outcomes with progress tracking and reporting.

DESIGNED FOR

Organisations scaling leadership development across teams.

HR & L&D teams seeking structured, consistent programmes.

Individuals investing in long-term leadership capability.

Global organisations needing consistent cross-region delivery.



LET'S TALK

Let's build your *impact* story.

Every engagement is designed around your specific context, whether you are an individual executive, a growing team or an organisation navigating change. Your people do not need more theory. They need the how. That is what we bring.

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