

PEOPLE. SKILLS. PERFORMANCE.

We build the human skills that drive high performance.

Performance is shaped in the moments that matter: a difficult conversation, a critical decision, a high-stakes pitch, a team under pressure. We develop your people to excel in those moments.

AI is changing what's possible. People determine what happens next.



39%

of core skills are expected to change by 2030.

The skills rising fastest are no longer job-specific technical know-how — they are human meta-skills. The WEF's most in-demand core skills for 2030 are led by analytical thinking, resilience and flexibility, leadership and creative thinking.

Source: World Economic Forum, Future of Jobs Report 2025

Technology is accelerating

Tools change every quarter. The value now sits in how people use them, decide and lead.

Human skills set the ceiling

Leading, communicating, collaborating, adapting and thinking creatively matter more than ever.

Training alone doesn't stick

Most learning fades within days. Practice in the flow of work is what makes it last.

WHY WE EXIST

Performance lives in moments.

Not in course completions or attendance sheets. It lives in the minutes when a leader has to say the hard thing, a team has to decide under pressure, or a pitch has to land first time.

A difficult conversation

Said clearly, kindly and early — before it costs a person or a quarter.

A critical decision

Made with the right people, the right evidence and the nerve to commit.

A high-stakes pitch

Framed around what the buyer needs, and still steady when objections land.

A team under pressure

Aligned, honest with each other and quick to adapt when priorities shift.

We develop people for those moments.



Five human capabilities. Built around your performance needs.

The 5 meta skills behind high performance, in every role. We combine the right ones around each customer's required outcome — never a one-size-fits-all course.

01

Communication & Influence

Sales · Stakeholders · High-stakes conversations

Build trust. Align people. Move decisions forward.

02

Leadership

Retention · Accountability · New managers

Set direction. Coach, don't rescue. Hold the standard.

03

Collaboration

Agile teams · Cross-team · Alignment

Teams that move as one. Aligned, agile, quick to adapt.

04

Adaptability

Change · Adoption · Uncertainty

Absorb change. Reframe setbacks. Lead through ambiguity.

05

Creative Thinking

Problem-framing · Challenge · Experiment

Frame the problem. Test cheaply. Convert ideas into progress.

The right mix, for your challenges.

Name the performance priority and we combine the capabilities that move it. A few of the challenges we solve most:

PRIORITY & CHALLENGE

CAPABILITIES WE COMBINE · RESULT

Executive development

Senior leaders set the ceiling for everyone below them.

Leadership

Communication

Adaptability

Leaders who are clearer, steadier and followed — not just appointed.

Sales performance

Pipeline is fine; conversion is where deals quietly die.

Communication

Creative thinking

Collaboration

Conversations that move decisions forward — and deals that close.

Innovation

Ideas are there; they stall before anyone turns them into something real.

Creative thinking

Collaboration

Adaptability

More ideas survive contact with delivery — and reach customers.

Organisational change

The plan is sound; the people side is where it stalls.

Adaptability

Communication

Collaboration

People who absorb change — and lead through it.

Executive coaching

A specific leader, a specific moment — no course will fix it.

Leadership

Adaptability

Individual change that the whole team can feel.

NOT SURE WHERE TO START?

Take the performance diagnostic

Answer a few short questions and get an executive report on the outcome behind your challenge. Scan the code or tap here.

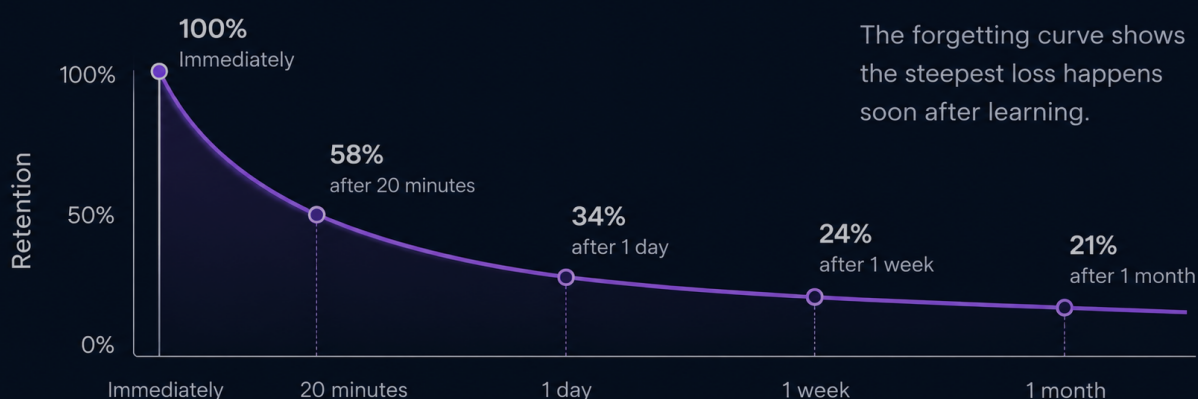


Training is easy. Changing behaviour is what delivers results.

Without regular practice, learning fades. We start with the behaviours your people need at work, then combine focused training with ongoing practice to help them apply what they learn and build lasting habits.

WITHOUT REINFORCEMENT

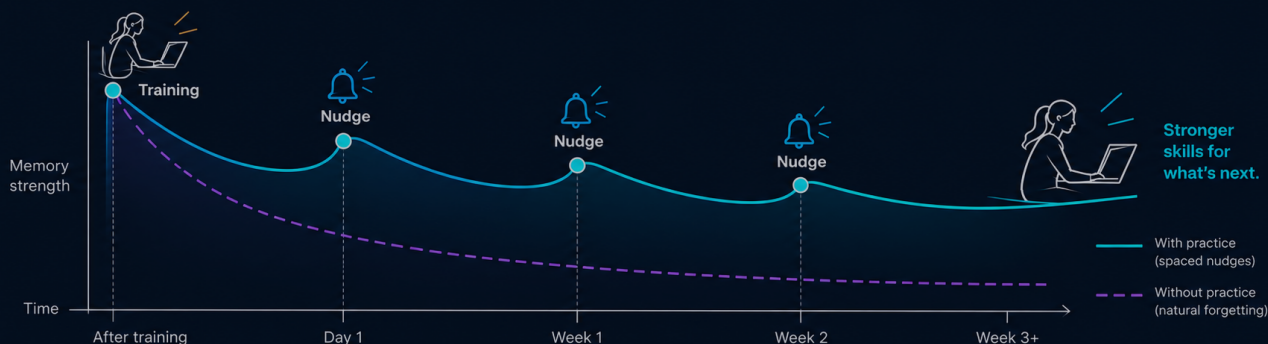
What we learn fades fast.



WITH PRACTICE

Practice interrupts the fade.

Small, consistent practice leads to stronger, longer-lasting behaviour.



Spaced practice strengthens longer-term retention — based on established research into the spacing effect and forgetting.

OUR APPROACH

Learn. Practise. Perform.



01 Diagnose

We find the specific behaviour that is costing you performance, not a generic skills gap.

02 Learn

Short, expert-led sessions that give people the language and the model — no filler.

03 Practise with NudgeAI

Daily, low-friction AI practice and nudges that rehearse the behaviour in real scenarios.

04 Measure

Behaviour change tracked and reported, so you can see what actually moved.

TRADITIONAL TRAINING

- × One-off workshop
- × Generic scenarios
- × Measured by attendance

THE BLACK ISLE WAY

- ✓ Learning continues for 90 days
- ✓ Your real moments, your language
- ✓ Measured by behaviour change

Practice that continues after the workshop.

I-La is the conversational practice partner inside NudgeAI. She helps people rehearse real workplace moments, receive useful feedback and build stronger habits in the flow of work.

- **Rehearse the real moment**

Feedback conversations, pitches and difficult messages, practised before they happen.

- **Nudges in the flow of work**

Short, timely prompts that keep new behaviour alive between sessions.

- **Evidence of change**

Practice activity, confidence and behaviour tracked and reported.



PARTNER WITH US

Bring AI-powered practice to your own training.

Use NudgeAI inside your programmes

Licence the platform and attach it to the training you already deliver.

Evidence for your clients

Proof of impact to show stakeholders, tracked and reported.

Your scenarios, your language

Practice built around your models, frameworks and tone of voice.

Partner models that fit

White-label, co-delivery or reseller arrangements.

A specific leader. A specific moment.



Some challenges no course will fix. Our coaches work one-to-one with leaders on the behaviour that matters now — with practice between sessions so the change holds when the pressure lands.

Executive coaching

For senior leaders who set the ceiling for everyone below them: clarity, presence, composure under pressure.

Professional coaching

For high-potential people stepping up: confidence, influence and leading through others.

Team coaching

For leadership teams that need to decide, disagree well and move as one.

Individual change that the whole team can feel.

Start with the problem, not the course.



Our free online diagnostic takes a few minutes. It maps your answers to the performance outcome behind your challenge and returns an executive report — including when training is not the right answer.

1

Performance problem

What's actually happening, in business terms.

2

Diagnosis

The behaviour or system driving it.

3

Recommended response

A clear training verdict, rationale and what we would not recommend.

4

Black Isle solution

One primary route — only where it genuinely fits.

Take the diagnostic

Scan the code or visit blackislegroup.com to take it.

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performance outcomes



WHY CLIENTS CHOOSE US

Trusted by organisations that expect real change.



and many more

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YEARS

developing people, driving performance

1000s

LEADERS

developed across business, sport and public life

5

META SKILLS

behind high performance, in every role



Black Isle understand the realities of our business. Their approach helps our people apply what they learn, not just attend training.

PEOPLE DIRECTOR, SSE



The practice element is what sets them apart. Our managers are still using the tools months after the workshops finished.

HEAD OF LEARNING, BARCLAYS



Practical, evidence-based and genuinely engaging. We saw a visible change in how our leaders run difficult conversations.

HR DIRECTOR, LLOYDS BANKING GROUP

Human-first. Tech-smart.

Black Isle Group is a leadership and professional development organisation. For over 25 years we have helped people and organisations perform when it matters most — combining behavioural science, expert facilitation and practical, experience-led learning.

Who we are

A team of facilitators, coaches and learning designers united by one belief: real change isn't built in the workshop, it's built in the days that follow. Everything we create is designed to build capability where it counts — on the job, under pressure, and over time.

A network of professional coaches

Alongside our core team, we work with a trusted network of professional and executive coaches. That means the right coach for every person and every challenge — from first-time managers to board-level leaders.

How we work

We start with your performance challenge, not a catalogue. We combine the right capabilities, deliver them through expert-led development, AI-powered practice and coaching, and measure the difference they make.

LET'S TALK

What's the performance challenge you'd fix first?

Tell us the moment that matters most for your people and we'll show you the mix of capabilities we'd build around it. No hard sell — just a straight conversation.



SCAN TO BOOK A DEMO

Book a demo

blackislegroup.com/book-a-demo

Email us

hello@blackislegroup.com

Watch how it works

blackislegroup.com/watch

Explore

blackislegroup.com