





Developing Capabilities, Delivering Value, Influencing Change.

Our Focus

At Nathan Leadgate, we are passionate about developing capabilities and delivering real value. We collaborate with organisations to create customised, practical solutions that solve real-world challenges, optimise resources, and build sustainable internal capabilities.



People

Our goal is to help our clients with employee resourcing. We focus on employee repositioning through redesign of individual professional outlook. Our People services has a string of solutions to ensure improved employee engagement.



Organisation

Our team supports you to ensure process improvement, resource optimisation, articulation of corporate vision, organisation restructuring and role execution. Our solutions help our clients to embrace change and focus on change management principles to meet with the overwhelming complexity and tremendous competition prevalent in the business environment.



Learning

Our team has developed focal points for equipping people towards improved performance. We are well positioned to provide insights for personal development, entrepreneurship, administration, workplace relationship management, leadership and success. Our learning model is collaborative and immersive with a guarantee of personal and professional transformation leading to business efficiency and workplace effectiveness.



Strategy

Our range of services helps our clients to formulate policies that support realisation of corporate vision and mission. We brace our clients with approaches to implement and integrate corporate policies. We share insights from our research to support reviews and evaluations of the strategic positioning of our clients.



Everything we do is centered on empowering people and organisations with the appropriate capabilities and strategies to succeed.

Dr. Olumuyiwa Akinrole Oludayo

Tools and Frameworks

Focus Areas	Tools and Frameworks	Description
People	S.E.R.V.I.C.E. Model for Behavioural Change	A structured framework designed to drive sustainable behavioural change by guiding individuals and organisations through key transformational steps.
	Life Decision Grid Framework	A goal-setting tool that helps individuals define their life objectives across multiple domains, using reflective questions and capability assessments to create a structured life document and personal development plan.
	Integrated Capabilities Framework	A dual-perspective model that integrates competence and capacity to support employee growth, workforce planning, and HR strategy development.

Focus Areas	Tools and Frameworks	Description
Organisation	Organisational Practices Advancement Pathway Model	A structured approach that enables organisations to assess, refine, and implement corporate practices that drive business success and operational excellence.
	Change Capability Assessment Audit	A comprehensive evaluation that assesses an individual or organisation's readiness to effectively manage and implement change initiatives. This assessment examines processes, structures, and capabilities to identify strengths, weaknesses, and areas for development.
	Professional Relationships Compatibility Framework	A structured approach to assessing and enhancing compatibility in professional relationships, ensuring collaboration, teamwork, and synergy in workplace interactions.
	Competency Framework Design, Development, and Deployment.	Expertise in creating structured competency frameworks tailored to organisational needs, ensuring alignment with strategic goals, talent management, and workforce capability development.

Focus Areas	Tools and Frameworks	Description
Learning	The Transformative Learning Gauge	A measurement framework that evaluates the behavioural impact of employee training and development, focusing on key outcomes that demonstrate return on investment.
	Integrated Capabilities Framework	A dual-perspective model that integrates competence and capacity to support employee growth, workforce planning, and HR strategy development.
	Life Decision Grid Framework	A goal-setting tool that helps individuals define their life objectives across multiple domains, using reflective questions and capability assessments to create a structured life document and personal development plan.

Focus Areas	Tools and Frameworks	Description
Strategy	Strategic Resonance Leadership Model	A leadership framework that highlights essential practice areas for effective leadership, enabling alignment between strategy, vision, and execution.
	Strategic Business Decision Grid Framework	A business-focused decision-making framework that helps organisations establish strategic focal points and corporate development plans by applying reflective questioning and capability assessments across key business areas.
	Integrated Capabilities Framework	A dual-perspective model that integrates competence and capacity to support employee growth, workforce planning, and HR strategy development.
	Oludayo's Team Dynamics Model	A framework that defines key roles and responsibilities within teams, enhancing collaboration and effectiveness in achieving collective success.

Our Coverage

We help organisations transform potential into performance—building the people, systems, and strategies they need to lead and thrive in their industries.



Impact Reached

10,000+

Individuals
Trained

2,000+

Analysed
Personality
Assessment

500+

Employees
Recruited
for Clients

10+

Corporate
Transformation
Frameworks
Deployed

7+

Organisational
Diagnostics
Tools

		
		
		
		
		
		
		
		
		
		

Our Service Offerings

We provide insight-driven and practical knowledge resources including but not limited to:



Bespoke Consulting Reports



Actionable Research Insights



**Change Management &
Corporate Transformation**



HR Operations & Advisory



Executive & Leadership Coaching



Talent Acquisition Service



**Strategy & Policy Framework
Development**



**Competency Framework
Design & Implementation**



**Facilitating Behavioural Inclined
Learning & Development
Interventions**



**Performance Management
Systems Design &
Implementation**



**Organisation Design &
Development Solutions**

What's Next? See nathanleadgate.com for our white papers, case studies, and learning briefs.

Our Core Values

INTEGRITY
We stand for honesty,
ethics, and transparency
in every interaction.



EXCELLENCE
We pursue mastery in everything we do,
ensuring that our solutions are
practical and effective.

CONTRIBUTION
We are not just consultants—
we work alongside our client to
achieve real, measurable results.

These values are reflected in every partnership, strategy, and transformation project we undertake.

Case Studies



Organisational Restructuring & Transformation

An energy company sought to establish a clear performance management mechanism to improve its internal operations. We began by conducting a comprehensive organisational diagnosis, engaged stakeholders through consultations, and redesigned several core processes. The result was the successful deployment of a competency framework and a competence development plan, which led to improved service delivery, more streamlined workflows, and enhanced internal coordination.



Strategic Policy Formulation

An agric-commodity export company was in need of a more focused strategic direction. We facilitated a business strategy review and guided the development of a targeted strategic plan. By applying our strategic business decision grid, the company was able to clarify its goals and align more effectively with its stakeholders.



Leadership & Capacity Development

A dairy company aimed to strengthen its leadership capabilities. To support this goal, we developed a customised leadership development programme that incorporated business simulations and executive coaching. This initiative significantly enhanced leadership effectiveness, leading to better decision-making and improved team performance.



Compensation Framework Design

An international catering services company faced challenges with an inconsistent pay structure. We carried out a thorough job evaluation to address this issue. The outcome was the creation of a fair and equitable compensation framework that improved transparency and employee satisfaction.

Why Partner with Nathan Leadgate?

- Tailored, client-specific solutions that address real challenges.
- Experienced consultants with deep industry expertise.
- Sustainable value creation through strategic capacity building
- A commitment to excellence, integrity, and collaborative impact

**“At Nathan Leadgate, we are not just consultants
—we are your partners in success.”**

Let's connect

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