

The Rob Adesanya Institute

Strategic Capability Profile

Helping organisations build practical judgement, leadership capability and future-ready human value.

Founded by Rob Adesanya

OVERVIEW

The Institute is a strategic capability platform for organisations that need learning, judgement and behaviour change to connect with real work.

It brings together training, advisory work, speaking, writing, frameworks and selected specialist expertise to help organisations move beyond training activity and build practical capability where it matters.

WHAT WE HELP ORGANISATIONS SOLVE

Training without behaviour change

Many programmes create attendance, but not application. The challenge is the missing bridge between learning and real work.

HR and L&D proving value

HR and L&D leaders are under pressure to show business relevance, workforce impact and measurable capability improvement.

Leaders under pressure

Leaders may know the theory, but struggle when decisions are uncertain, stakes are high or people disagree.

Change requiring clearer thinking

Before transformation succeeds, leaders need shared clarity about people implications, risks and behaviours required.

CAPABILITY AREAS

- Leadership and management development
- Strategic HR and organisational capability
- Communication, trust and influence
- Performance conversations and behavioural change
- AI, digital adoption and future of work
- Governance, risk and professional judgement
- Career readiness and the invisible curriculum
- Bespoke organisational capability programmes

Contact

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Business correspondence

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DELIVERY MODEL

Led by Rob. Supported by selected specialists where

Some programmes are delivered directly by Rob. Others are designed, led or quality-assured through the Institute, with trusted associates brought in where specialist expertise is required.

SIGNATURE PROGRAMMES

- Practical Judgement for Leaders
- The Monday Morning Capability Programme
- The Invisible Curriculum at Work
- Future-Proof Value
- Performance Conversations That Change Behaviour
- AI, Work and Human Judgement
- Trust, Communication and Influence at Work

HOW THE INSTITUTE WORKS

- Diagnose the real capability problem before recommending a programme.
- Clarify the audience, pressure, behaviour change and desired outcome.
- Design a practical intervention, using signature programmes or bespoke solutions.
- Deliver directly, through selected associates, or through a blended model.
- Review feedback and improve future programme design.

SELECTED PARTICIPANT FEEDBACK

Practical application

"Rob explains challenging concepts in a way that makes sense, and the interactive activities and case studies helped me understand how to apply the topic in practice."

Simulation and practice

"The simulations, role-play activities and case studies brought the concepts to life and gave us the opportunity to apply them in a safe environment."

Long-term talent thinking

"The course altered how we approach long-term talent retention."

For organisational programmes, speaking, advisory support, bespoke capability solutions or associate-supported delivery, contact the Institute.