



# FLEXE

## Remote Learning Made Easy

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ENGAGE, EXCITE, EMBED...

ONE

INSPIRATIONAL EVENT AT A TIME



## In a nutshell

Learning Solutions Matter is an L&D partner solutions company specialising in Leadership, Management and all Behavioural skills - we're all about people! We analyse training needs, design and develop learning interventions, fully manage implementation of projects and provide a fully comprehensive evaluation of learning and people solutions. A complete ready-made L&D team on demand!

We offer end-to-end support to:

- Individuals responsible for the complete learning function
- Learning and Development Teams
- Isolated teams in charge of their own development
- HR Teams seeking L&D bolt on support
- Training managers and individuals looking after training initiatives and responsible for reskill and upskill of their people
- Anyone who has had learning and development fall on their lap!

## Changing people's behaviour isn't easy

If you want to change behaviour, you have to change mindsets, and create new habits. Simply providing 'training' isn't going to cut it. To do it right first time, you need the expertise of those who have been there, seen it, done it. You need experts who have worked with so many organisations they can guide you through what will and won't work. As your critical friend we will challenge your thinking for the good of your goals!

## It can be made easier with a true 'partner'

We've got your back! On engaging with us, we quickly get to know you, your business, and your culture. As your learning partner we consider ourselves your critical friend. We will share insights from our extensive exposure to what works and what doesn't. We will provide guidance and often challenge your thinking, for the good of your goals.



## The right solution for you

We work differently with each customer, flexing and adapting to meet unique needs.

We assess many factors about your world to get the blend right:

- Your culture and values
- Learner diversity & demographic
- Buy-in to the need to change
- The range of skill
- Learning preferences
- The right intervention(s) type(s)
- Trainer style and experience
- Technological opportunities and barriers
- The learning & coaching culture

## Our unique solutions are:

- **Commercially and strategically focused** to identify the skills you really need
- **Bespoke solutions** because your business is unique
- **Affordable** for those tight budgets
- **Timely** support for urgent projects
- **Practical learning** for real people - who just need to do a great job
- **Agile** and flexible enough to adapt quickly, as business needs evolve
- **Scalable support** for those large roll outs and when extra pairs of hands are needed
- **Maximising existing talent** so you can keep recruitment costs down
- **Validated results** using proper learning impact mechanisms

## Pay for what you need




We offer end-to-end support. But we dovetail with your in-house capability so that you only pay for what you 'really' need.

From a detailed analysis of your learning needs, to an evaluation report including quantitative and qualitative data ...  
**See our ADDIE+ Model to find out more**



# FLEXE – keeping the complex, simple.

LSM can and has designed a number of programmes to make life simple in a complex environment. Course durations are designed to fit with your culture and to your schedules.

 Engage involve learners and sell the benefits	 Excite generate learning transfer with a framework approach	 Embed offer ongoing support to embed the skills
30 - 45 min	90 - 120 min	Half day +
<p><b>Style - Educational</b></p> <p>These short, compelling, 'pacey' sessions:</p> <ul style="list-style-type: none"> <li>• raise awareness</li> <li>• build momentum for change</li> <li>• share valuable insights and information</li> <li>• include useful practical tips and a call to action</li> </ul>	<p><b>Style – Participative</b></p> <p>These highly participative and practical workshops:</p> <ul style="list-style-type: none"> <li>• dig deeper into the 'how to'</li> <li>• enable individual level input and challenge</li> <li>• include activity</li> <li>• give learners a simple framework to apply</li> </ul>	<p><b>Style – Practical</b></p> <p>Application and practice focused, these interventions:</p> <ul style="list-style-type: none"> <li>• focus on real skill development</li> <li>• take learners into their 'stretch' zone</li> <li>• integrate application into real world scenarios</li> <li>• include personal feedback</li> </ul>
<p><b>Recommended number of learners: unlimited</b></p>	<p><b>Recommended number of learners: 15</b></p>	<p><b>Recommended number of learners: 10</b></p>
<p>Used for tasters, overview and or 'lunch &amp; learn' they typically focus on a specific important message.</p> <p>This can be delivered solely by us.</p> <p>Alternatively, they can be used to share a consistent and compelling message across a large population of people, in conjunction with your senior sponsor as appropriate.</p>	<p>Elaborating on key concepts and their personal value, these workshops integrate understanding into the real world through important discussion, exercises and activities.</p> <p>They provide techniques for learners to take away and apply in their real world.</p>	<p>Supporting deeper learning with groups including action learning sets, group coaching, roleplay and practice. Or 1:1 sessions.</p>

# Our most asked for...

30-45mins 	60-90mins 	Half Day + 
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## DECISION MAKING

Why is decision making such an issue in so many businesses? It's not simply down to indecisive staff. There are often other factors in play that need addressing, and you can play a key role in tackling several likely barriers.

This session will teach you the importance of providing clarity on decision making 'rights' and providing the culture and support needed to 'enable' decisive staff.



## CRITICAL THINKING

Critical thinking is the ability to think in an organised and rational way. It helps us to understand connections between ideas and/or facts, guiding us in making decisions about what to believe in and what to question or reject. Critical thinking involves identifying, analysing, finding and fixing flaws, in the way we think. To be a great critical thinker takes time and practice. This session will introduce you to the eight key elements of critical thinking and how to use them at work and in life in general.



## PROJECT MANAGEMENT ESSENTIALS

Project management is increasingly becoming key to the success of new initiatives, contractual agreements and working practices. As more and more individuals are becoming involved with projects those responsible need to understand the effective planning methods and team-skills in order to make them successful.



## DEMYSTIFYING AGILE

Discover what it really means to work with an Agile mindset. This session will equip you with the knowledge to understand Agile, and understand and embrace agile ways of working. Agile helps create the culture and support people need to enable enterprise to thrive in increasingly competitive and disruptive markets.



## PERSONAL EFFECTIVENESS

Personal Effectiveness is about developing our own personal systems that will help us achieve our high priority goals – work smarter not harder. This is designed to help you identify your key time management issues, understand your own style of working, develop strategies to minimise interruptions, say 'no' to time thieves and achieve your priorities.

You will learn to make the best use of the time available, to do what needs to be done in a timely manner.



# Can't see what you need, just ask...

30-45mins



60-90mins



Half Day +



## GOAL GETTING

We all want to make an impact. Yet we need direction to focus our efforts on where they will have the right impact! This session is for anyone who wants to understand how to identify clear goals and articulate them. You will learn the impact of goal setting versus not, and how to articulate clear goals using a simple framework.



## PERFORMANCE COACHING

Coaching is one of the most effective development tools in your armory if you can do it well. So, what does 'good' really look like for a coach?

This session provides insight into skilful coaching techniques, and highlights traps to avoid. You will leave with a useful coaching structure and a deeper understanding of the many benefits coaching provides.



## CAREER CONVERSATIONS

Great leaders identify potential in their people and inspire them to take action to progress.

In this session we explore how you can encourage your team members to take ownership of their development, sponsored by you. You will leave with a renewed belief in the pivotal role you play in kick-starting the journey, and a framework for conducting a career conversation.



## DELIVERING DIFFICULT FEEDBACK

Delivering feedback is a critical daily business skill. It ensures mistakes and misunderstandings don't turn into habits and bad practice, as well as ensuring good practice doesn't go unrecognised. In this session we focus on delivering challenging, or even sensitive, feedback. You will leave with insight into a technique which helps you deliver difficult feedback more confidently.



## COMMUNICATION WITH IMPACT

Discover the incredible impact that communication really has, for good or bad, in a business environment and gain interesting insight into the positive impact you can have, through enhanced communication skills. You will leave this thought-provoking session with ideas on the areas you can develop your communication, and on utilising the right medium for the job.



# Or even let us build your own...

30-45mins



60-90mins



Half Day +



## RESILIENCE

Explores the nature of resilience, the factors that underpin it, and tools to develop your resilience in a world that is becoming increasingly uncertain. Recognise the difference between pressure and stress as well as the physical, emotional and cognitive signals of stress. Challenging negative thinking patterns and understand lifestyle factors which impact natural levels of resilience.



## BRAND YOU

Discover the concept of having a personal brand and lay the key foundations for your own reputation. Work out:  
The importance of a distinctive brand  
The 5Ps of personal branding  
Give your brand a voice for every touch point  
Elements which create your own brand  
Maintaining your brand and message  
Networking and connecting techniques



## DELEGATE & DELIVER

Practical delegation techniques to give you the confidence to let go of tasks without losing control. Plan your delegation and identify your delegation style. Overcome barriers and breakdowns and learn to monitor your team's effectiveness and put it into routine practice.



## BRILLIANT REMOTE DELIVERY

LSM has specially designed 90min TTT modules for trainers with varying degrees of skill and experience. They have all been designed with the flexibility of remaining standalone or stacked together for longer sessions. Ask for our brilliant titles.



## EQUALITY, DIVERSITY & INCLUSION

It is not enough just to think we are inclusive; we must now prove that what we are doing is equal and accessible for all, as well as working to improve diversity of people and the way we think. It is a moral, ethical and now proven to be a commercial driver to a successful future. Delve into the unconscious way we think, how we adopt biases into our decision making. Discover conscious techniques that contribute to a culture of inclusion.

# CHOOSE YOUR DURATION...

## EMPOWERING THE TEAM

A successful leader will empower team members so that their team enjoy their work, produce quality and results, and bring the greatest benefit to the organisation. This energiser helps you understand motivation and gives you tools and techniques you can use to empower your people.

## RESPONDING TO CHANGE

This course looks at how change affects our daily lives. Often, we have no control over changes but we are expected to rapidly digest them and, in many cases, help to implement them. Through self-reflection and a range of practical activities we will explore your role in the change process and identify how you can make change a positive experience. We will show you how you can thrive on the unexpected and reach your potential in the 'new world'.

## MINDFULNESS

An introduction to Mindfulness in the workplace and an understanding of the importance of State-of-Mind on business performance. Its purpose is to enable employees to navigate through today's challenges, foster innovation and build organisations where people thrive, profits grow and businesses boom.

## STAKEHOLDER MANAGEMENT

Influencing and persuading all of the internal and external stakeholders – customers, colleagues, vendors, outsourcing providers are essential elements of managing continuous improvement. Securing the buy in of individuals where you don't have direct authority can support a drive for operational excellence. This session delivers great tools and techniques to help you to achieve the best outcomes whilst building and managing excellent business relationships.

## NEGOTIATION

Achieve success in the formal and informal negotiations that take place throughout your working and daily life. Utilise skills and frameworks for successful negotiation preparation, analyse what your organisation and your counterpart's organisation want, identify and leverage the sources of negotiation power, and apply collaborative negotiation structures and techniques.

30mins 	60mins 	Half Day + 
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# SUCCINCT AND PUNCHY...

30mins 	60mins 	Half Day + 
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## POSITIVE MANAGEMENT CONVERSATIONS



This session is designed to give you the confidence, skills and techniques to ensure you can have conversations with staff in all situations and achieve a positive outcome for yourself and the individual. Engage in regular dialogue with teams, discuss performance and celebrate success and acknowledge positive behaviour and deal fairly with inappropriate behaviour.

## LEADING CHANGE



Whether you want to learn how to manage organisational change or are in a position of restructuring or reorganising, this interactive and highly participative learning event will make sure that you get support and commitment from your people right from the start. Learn how to enhance skills in order to lead both transformational and everyday business change.

## DEALING WITH DIFFICULT PEOPLE



Everyone in the organisation has their role to play in ensuring cooperation and collaboration. We know that managing good business relationships that engender trust and confidence are built with skill. This session will give you tips and techniques to use when dealing with challenging people. Learn why people can appear difficult and how to handle a host of difficult and different characters.

## ASSERTIVENESS



While behaving assertively may not always ensure that you get the results you want, when you communicate your needs effectively, you will give both yourself and the other party the opportunity to achieve the results you both desire. This course will provide you with a greater understanding of assertive behaviour, and how to encourage enhanced performance in the workplace by building self-confidence and developing appropriate skills and techniques.

**If you can't see what you're after, just ask and we will build it...**

# HUNGRY FOR LEARNING...

## INFLUENCING

This interactive and practical session will provide you with insights in to how others prefer to be influenced – helping you to get them to say 'yes'!  
This is aimed at people who are wanting to be more influential with their peers, direct reports, customers, stakeholders and managers. In fact anyone who needs to influence and persuade.

## EMOTIONAL INTELLIGENCE

This session has been designed to introduce the core concepts of EI, with practical examples of how to use it in the professional environment and is suitable for individuals and managers of any level. Take control of situations more easily by managing yourself and others to create better behavioural outcomes.

## WELLNESS

Wellness and stress can affect our health, performance, careers, relationships and general wellbeing. We can all do things to manage our stress, helping us be happier and more balanced. This short course explores what stress is, as well as the difference between 'good' and 'bad' stress, identifying its signs and symptoms, its impact and practical tools to help beat it.

## UNCONSCIOUS BIAS

Recognising unconscious bias is crucial to organisational success. Recognise YOUR own biases and effectively challenge others, help to create a fair and inclusive environment in which people are free to be at their best. Understand the different types of unconscious bias and learn how to spot bias in yourself and others.

## DYSFUNCTIONAL TEAMS

This session focuses on the importance of trust in a team and uses the Lencioni's model to work through each of the 5 areas. The five dysfunctions explored are Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability and Inattention to Results. Understand the pitfalls and strategies that truly enable teams.

30mins	60mins	Half Day +





## Steps to success

We've made  
outsourcing  
solutions  
simple...it's  
all about  
choice.

Our ADDIE+  
approach  
keeps you in  
control





## L&D Consultancy

We can support you across the complete spectrum, or even just part of it. From proposal design to delivery and evaluation, choose which specific support you need the most, when you need it.



ANALYSE | DESIGN | DEVELOP | IMPLEMENT | EVALUATE | PLUS



### ANALYSE – What do you really need?

- We can help establish your priorities
- Conduct learning needs analysis
- Build and link competency frameworks
- Assess your learning strategy for robustness and inclusivity
- Find out what might get in the way of success



### DESIGN - What should 'it' look like?

- Identify the right learning objectives to get the results you need
- Decide on the content that will bring the change to life
- Select the programme activities - the right methods and modalities
- Generate the bespoke learner journey(s)
- Choose the best assessment and feedback approach
- Plan for optimum learning transfer
- Update and evolve your learning strategy



### DEVELOP – We build it!

- Develop learner journey roadmaps
- Develop the bespoke aspects to accelerate the learning process
- Curate content that enhances the experience
- Produce high impact course collateral and material
- Build in the agreed validation mechanisms
- Generate assessment and feedback mechanisms
- 'Beta' test courses



### IMPLEMENT – Let's do this!

- Deliver high impact learning
- Simple useful tools and learning assets
- Bespoke practical course material
- Outcomes testing
- Coaching for accelerated performance improvement
- Provide learner care service



### EVALUATE – How well has it worked?

- Check achievement of project aims and learning outcomes
- Consolidation of feedback data - qualitative and quantitative
- Review measurable business benefits
- Full programme evaluation report
- Future enhancement recommendations
- Further reinforcement and embedding guidance



Need more inspiration?

## Introducing our WISE collection

We provide high impact learning interventions to support a range of needs, outcomes and performance improvement requirements.

From inspirational key-note speaker sessions which create momentum for change, through to every shape and size of virtual, face-to-face and blended learning activity, to work for your business.

We can support from the quick and urgent, to the fully bespoke behaviour change programme, with follow-up reinforcement interventions for sustainability.



# Our WISE Collection

'Where wisdom and creative learning merge'

## CHANGEWISE

Preparing people for change and real cultural transformation :

- Tackling Change Head On
- Supporting others through Change
- Team Collaboration for Change
- Leading Change
- Models for Change
- Embracing Digital Transformation
- Creative Thinking and Problem Solving
- Agility for a VUCA world



## LEADWISE

Creating leaders that people love to work for:

- Building Management Muscle
- Managing Top Talent
- Next Gen Leaders & Women in Leadership
- Managing in a Matrix Environment
- Stepping Up
- Inclusive Leadership
- Leading with Purpose
- Culture, Change & Charisma



## REMOTEWISE

Exciting solutions that shrink the distance and connect people together even when they're apart:

- Back to the 'New Future'
- Thriving Virtually
- Ninja Networking
- Leading Remote Teams
- Negotiating from a Distance
- Building an Inclusive Remote Culture
- Inclusive Remote Leadership



# Our WISE Collection

‘Where wisdom and creative learning merge’

## TEAMWISE

Creating dynamic teams - nurturing teams so they can see the bigger picture, make effective decisions and embrace change:

- Team Building
- Team Working
- Teams with Purpose
- High Performing Teams
- Dynamic Team Away Days
- Team Game Shows
- Team Simulations



## LIFEWISE

Committed to the wellness of your people? Our solutions include workshops, services and support:

- Emotional Wellness and Mindfulness
- Resilient Thinking
- Collecting Confidence, Building Self-Esteem
- Work Life Balance
- Life-coaching clinics
- Personal Diagnostics
- Wellness days



## PEOPLEWISE

For anyone in business, we've got you covered:

- Equality, Diversity, Neuro-Diversity & Inclusion
- Communication Essentials & Advanced Skills
- Customer Service Excellence
- Networking and your Personal Brand
- Building and Managing Business Relationships
- Power, Influence, Negotiation and Conflict
- Developing your Potential, Self-awareness & Confidence
- Assertiveness, Speaking Up and Difficult Conversations
- Critical Thinking and Decision Making



# Our WISE Collection

‘Where wisdom and creative learning merge’

## BUSINESSWISE

Our experts build carefully designed business skills programmes to fit your culture:

- Commercial Acumen
- Strategic Thinking
- Finance for Non-Financial Managers
- Business Partnering
- Agile Approaches & People
- Networking for Success
- Human Skills in the Digital Revolution
- Working with Trade Unions



## CAREERWISE

Bespoke career support solutions which complement all stages of the Career Development Cycle:

- Engaging Generation Z
- The Magic of Millennials
- Self-awareness
- Business Etiquette
- Career Coaching
- Personal Branding
- Mentoring



## COACHWISE

Creating credible coaches and mentors through an array of coaching support services for every level:

- Creating in-house coaching skills workshops
- Performance Coaching for Managers
- Executive and Boardroom Coaching
- Life Coaching for Professionals
- Team Coaching
- Mentoring and Reverse Mentoring
- Coaching Supervision





# Learner Experience Matters





## People matter

At Learning Solutions Matter we really value people, who they are, what they do, how they do things and most importantly how they want to learn and grow.



Our pursuit for great learning programmes constantly examines learner experience, and in our experience a key component is matching the right experts to the audience.



Culture and fit are paramount to Learning Solutions Matter. Our match making system involves understanding your learners, the objective, their learning styles, and the type of trainers, coaches and facilitators they respond best to.

## The LSM family – real experts, real results



Our delivery team is made up of some of the best facilitators in the UK. At LSM we limit the amount of associates we use and believe in quality over quantity. With over 10 years of managing and onboarding experts, we have collected the best of the best which includes the most dynamic, most knowledgeable, most experienced and most transformational experts to deliver our client learning solutions.



Chemistry Matters - We profile all our experts, so we know their delivery style, expertise and experience and can work with you to select best fit for your audiences' needs.

## The journey matters



The best way to make it easy for your people to see the light, is to strongly link the change you are asking of them to their real world.

We build a pathway for the development of the right skills - usually with a twist of something extra special.



Our solutions often involve a blend of activities that develop skills, knowledge and confidence, as well as providing essential reinforcement and support.

## Explore Some Customer Stories





# Large Scale Transformation



When someone approaches us we think of the possible.

A European agency tasked our team with creating and delivering a solution which was to support their current process of **organisational transformation**. The transformation strategy was to facilitate a more efficient leadership culture, define an organisational culture, create a new working model and also to bring the two geographical sites closer together culturally and more operationally aligned. The solution was given the logistical hurdle of covering the organisation's two sites across the period of just one week!

To achieve this, we developed a multi-model blended approach, providing a series of training and discussion opportunities which would inform, enthuse and engage all their staff.

The designed and agreed objectives:

- define what change is and how it impacts on people
- identify people's differing responses to change
- explore the reasons why people often resist change
- help individuals work constructively through change
- state the importance of creating a shared vision for the future
- develop the skills to build a compelling vision for change with all those involved

**The solution...** tailored workshops facilitated by multiple trainers, designed uniquely to managers and staff supporting them with tools to cope and deliver through large scale change. To connect the community a 'change process simulation' brought people together to play out a change situation encouraging them to practise, demonstrate and reflect. For our inspiring finale our delegates had an 'audience with' style guest speaker presenting various 'ted-talk' themed sessions with an evening of informal questions and answers over drinks.

Who said it couldn't be done!



# Human Skills for Techies



As with most technical organisations these days, people skills are absolutely vital.

As an ICT organisation, this customer has an inevitably high level of smart-cookies who really know their stuff when it comes to managing and supporting technology. However these brilliant 'techies' didn't always recognise the importance of their human skills.

This was not just an issue for general day to day communications and business relationships, but also when the organisation wanted to promote from within – cultivating in house leaders.

We developed two unique programmes for this company:

**Customer service excellence** – with a goal to improve the customer experience, this traditional approach was turned on its head, when we delved into the issues and discovered the challenges of communication internally within the team! The solution started with a 'stealth' team building event to address the need for the team to collaborate. We used the Strength Deployment Inventory™ (SDI®) to provide a process-like approach to understand the unpredictable world of people! The team dynamic was improved significantly, and this gave the right basis a real change in providing a better service. The team then collaborated, in a facilitated workshop, on what 'service excellence' should look like in their world - once agreed, we gave them the training they needed to provide that high standard consistently.

**Management development** – for the entire management community, we kicked-off with a Leadership launch event where the senior team played a key role - proving their commitment through full-on participation every step of the way. The 'mirror was held up' in this high impact springboard event, and the entire management community challenged themselves to be honest about where they were at that point, versus where they wanted to get to. This was followed by a series of modules over 12 months, honing in on the essential skills to lead collaboratively, communicate and influence, empower people, lead them through change, hold quality management conversations and coach.

Not forgetting the importance of the audience, these programmes were cleverly designed with the audience in mind – using problem solving and process techniques to appeal to the technically minded learner!

# Equality, Diversity & Inclusion



The ultimate aim of the programme for this European bank was to increase awareness of diversity and inclusion for every individual regardless of their level within the organisation. Initial scoping exercises consisted of a series of 'need to know' meetings with stakeholder groups to understand the culture and gather invaluable information.

Our research project helped to understand the people culture of the bank and (confidential) calls were made to collate employee 'inclusion' experiences.

The delivery phase was then organised into three phases. Managers, salaried employees and lastly the Senior Management Team.

**Phase 1-** Short experiential workshops designed for all managers to provide them with competence and confidence to manage a diverse team, understand the benefits of diversity and inclusion and its application for themselves and their teams. It focused on understanding legislative risks and how to manage and support diversity and inclusion in their teams, area of work and to increase performance.

**Phase 2** – High impact 2-hour drama-based sessions for all staff, facilitated as large learning events in group sizes of 50 with 2 facilitators and 5 actors. To develop ownership with such a large audience, attendees were organised in groups of 10, in a world café style and asked to generate ideas and make personal commitments to support a fair, inclusive and respectful workplace for all. Individuals' rights and responsibilities were agreed using understanding of legislative risks, protected characteristics and the benefits of diversity and inclusion.

With overwhelming feedback from all sessions, our recommendation was that to truly be a success, the programme must continue to demonstrate how the bank is tackling issues relating to diversity and inclusion, top down.

To encourage sustainability we advised project stakeholders with a set of key objectives to take forward in order to clearly demonstrate that the training had been more than just a compliance exercise. Evaluation report captured data and graphic representation of post course questionnaires, pledge cards and 'big ideas' gathered in the sessions.

**Phase 3** – 90 minute facilitated 'guidance' sessions delivered to the senior leadership team, with a supplementary session for the wider senior management team, to establish commitment to action and generate group buy in.

We compiled an overview of content and deliverables, presented feedback themes and ideas gained from the sessions. Our presentation and facilitated discussion gained buy in from this group and established commitment to act on ideas and recommendations.

The bank has taken on a number of recommendations and has already seen a number of benefits. A recent staff survey has shown that management capability is notably higher and people generally see the benefits of working towards and being part of a truly equal and inclusive workforce.



# Team Skills Matter



A team away day with a twist!

We were tasked by an L&D team with a rather urgent request.

The challenge was to design a **one day team day** in just 5 weeks for **60 business analysts**. The team day had to be like no other they had experienced and the sponsor wanted a strong focus on the 'human side' of being an analyst. The event was also to be a surprise, no instructions, no clues, no pre work!

We worked closely with the key 'stealth' sponsors, in understanding the strategic outcomes and drivers. So what would bridge techies with soft skills? - **the Crystal Maze!!** A combination of problem solving, team-work, learning and fun.

We used the TV show format to design and deliver 10 bite size subjects all designed around well-being, human behaviours and motivation. Topics included self-branding, dealing with conflict, building internal confidence, making and refusing requests to name but a few. The venue chosen was a well-known sports ground, just to add flavour!

The event was designed so all delegates chose their topic tickets at our *revolving reception* (of which 8 of the 10 were repeated) allowing for individuals to choose their 'own day road map'. Our experts delivered various bite size knowledge energisers in **learning adventure rooms**, with teams made to collect golden tickets throughout the day in order to win.

4 rooms, 4 trainers, 10 interventions, motivational videos combined with energy, excitement and intrigue. An amazing event!!

**We have too many customer stories to mention here, call us to ask about examples relevant to your requirement.**



*'We would love to be part of  
your success story,  
we hope you would like to  
be part of ours.'*



*Let's talk*



*Phone:  
0203 475 1401*

*Email:*

*[Connect@learningsolutionsmatter.com](mailto:Connect@learningsolutionsmatter.com)*

