



Half-Day Workshops Catalogue.

V2.1





Remote or Face-to-Face Workshops.



**Personal Effectiveness
(for the individual
contributor)**

**Business
Relationship Skills**

Team Skills

**'My Manager ...'
Series**

**Organisational
Acumen & Change**

**Resilience &
Wellbeing**



Personal Effectiveness.

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Brand You.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 2-12

This session explores the importance of having a personal brand when working extensively across the organisation.

Too many people leave it to chance, with no idea about how they want to be perceived by their most important stakeholders. Whilst skilled networkers take a marketing approach to the impression they create and the impact they make, to give them a head start when it comes to demonstrating credibility, and the value they bring, confidently.

Define the personal brand you want, and then walk the walk and talk the talk.

As a result of this workshop, you will:

- Understand the importance of your personal brand as a professional
- Recognise the benefit of planning how to make the brand you desire, a reality
- Give your brand a voice that communicates who you are through every touch point
- Maintain your brand and message across your evolving network

Improve Your EQ (Emotional Quotient).

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

People with well developed EQ, or Emotional Intelligence (EI), tend to achieve more, have greater influence and are generally happier in what they do. The great news is that EI is a skill not a gift and we all have the capacity to develop this skill.

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.

As a result of this workshop, you will:

- Understand the background and core principles of EI
- Take control of difficult management situations
- Explore EI and behaviour with reflective psychometric tools
- Resolve conflict easily
- Develop management communication skills
- Improve your ability to manage, coach, influence and support others
- Understand why we make the decisions we do and make clearer, more deliberate decisions.



Unconscious Bias.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Suddenly everyone is talking about bias! Recognising and managing unconscious bias is an important aspect of how we think, act and manage our business objectives.

Evidence increasingly demonstrates that individuals who recognise their own biases and effectively challenge others, help to create a fair and inclusive environment in which people are free to be at their best.

Equally, understanding more about unconscious bias, where it comes from and how we can reduce it, helps all of us work more effectively within today's diverse organisations.

As a result of this workshop, you will:

- Define unconscious bias and its impact in the workplace
- Explain how unconscious bias originates in the brain
- Identify common types of unconscious bias
- Identify the benefits of a diverse workforce and customer base
- Be able to spot unconscious bias in yourself and others
- Identify how to appropriately tackle unconscious bias in yourself and others

Developing Your Potential.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Many of us do not feel we are managing our career and development proactively, so that organisations are making full use of our talents. The session provides the opportunity to do just that in a planned, structured and positive way.

You probably already have strong skills in areas that have brought you some success; however, you would now like to refine those skills and develop new ones.

This will give you the rare opportunity to understand your strengths, how to grow them and use them with confidence.

As a result of this workshop, you will:

- Use an appreciative approach to recognise your potential and build your confidence
- Get focused on what you want to achieve
- Understand typical obstacles to moving forward and how to overcome them
- Present yourself to best effect
- Create a support network to help get you to where you want to go
- Identify your next steps to success.

Drive Your Development.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

“To stand still today is to go backwards” Richard Branson.

Whether you want to progress up the organisation, to have the flexibility to move laterally, or become the best version of yourself in your role, your ongoing professional development is key to success in business in today's fast paced world.

Organisations provide development opportunities. However, the more you drive your development journey the better. In this workshop we look at different directions of development, the varied ways we can develop, and how to create development goals, and actions, to continuously advance your skills.

As a result of this workshop, you will:

- Recognise the benefits of continuous development for your career
- Apply a growth mindset to development
- Know the phases of continuous development
- Understand how we learn and develop
- Set development goals and communicate them
- Plan your approach using learning interventions with impact

Grow A Strategic Mindset.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

Strategy is often seen as the preserve of the Executive team: the CEO and the board of Directors. Yet we all need to understand and interpret strategy in order to make decisions that improve our capability, and our teams thinking to deliver results, which contribute to the success of the business.

This training is specifically to develop your skills in this area. This workshop helps you understand what strategy is, how to interpret strategy and make decisions, even when there is ambiguity.

By sharing several insights and proven models with you, you will be able to apply your learning to your real-world situation. You will have the opportunity to practice some of the techniques we discuss and you will work collaboratively with your colleagues in order to define how you might incorporate strategic management principles into our business.

As a result of this workshop, you will:

- Apply a strategic mindset to specific projects or even business as usual
- Pivoting between tactical and strategic thinking
- Recognise various strategic tools and their advantages and disadvantages
- Align systems, people, teams, climate, goals, KPIs/target to strategy

Stand Tall - Assert Yourself.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

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 informative session 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

As a result of this workshop, you will:

- Identify the definition of assertiveness
- Explore the differences between submissive, aggressive and assertive behaviour
- Explain the importance of asserting your rights without infringing those of others
- Recognise the importance of assertive verbal and non-verbal behaviour
- List the different styles of assertion and their uses
- Demonstrate the use of skills and techniques that will give you the best chance of achieving your objectives

How Not To Say Yes To Everything.

Remote or face-to-face live workshop

Duration: 3.5 hours

Group size: 3-12

You are working with stakeholders, colleagues team members and managers, who are all busy and who have their own priorities. This can mean you get support but no action, you get support if you'll own the action, or no support at all because of conflicting priorities.

This workshop is designed to help you with those challenging conversations, where you need to positively push back, to ensure responsibility remains with the right people. This includes being able to use levels of delegation, based on your confidence in the other person's ability.

As a result of this workshop, you will:

- Assertively push back with colleagues and senior stakeholders when you need to
- Use your words, tone and body language to support your message
- Constructively challenge your colleague's view or expectation
- Hold challenging conversations
- Deploy different levels of delegation as needed to handover responsibility to its rightful owner



Communication Fundamentals.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

The ability to communicate a clear message is important, especially within the complexities of business. It is the quality of conversations and relationships that help organisations to harness its talent and achieve their goals.

This remote workshop will introduce you to foundational communication theories and models that will enable you to establish cooperative relationships at work and communicate a variety of messages to a diverse range of audiences.

As a result of this workshop, you will:

- Define what effective communication is
- Understand verbal and non verbal communication and its impact
- Explore effective listening and questioning skills
- Identify how your inner thinking affects the way you communicate
- Appreciate the difference between formal and informal communication
- Exploring the factors which impact communication
- Create a personal communication improvement plan

Communication Mastery.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

In this digital age, communication has transformed beyond face-to-face interactions. We communicate using technology more than ever. Even so, whatever medium we choose there are skills we can acquire to help us communicate more effectively.

The content of this remote workshop will introduce you to proven communication theories and models that will give you techniques to establish cooperative relationships and communicate a variety of messages to a diverse range of audiences.

You'll have new techniques and a personal communication plan that can be applied immediately to noticeably improve your communication style.

As a result of this workshop, you will:

- Understand the importance of your role in generating clear communications
- Choose the right medium of communication for the right audience
- Use transparent communication to establish trust with your colleagues and clients
- Get to win-win by employing collaborative communication instead of competitive
- Communicating with different audiences, efficiently and effectively
- Creating communication strategies and a plan to improve your communication

Writing for Business.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

Nearly all professional roles require an element of writing, but does anyone ever tell us the rules of writing for business?

Even the most important messages can be ignored or dismissed, if the skills of the writer aren't strong enough to engage, and provide clarity, for the intended reader.

This workshop focuses on the foundations of good business writing, so that you can apply them to a number of business documents.

As a result of this workshop, you will:

- Use best practice structure, format and writing principles for business
- Write using the 7 C's of effective communication
- Choose plain language to deliver your message in an accessible way
- Make technical data easy to understand
- Apply insights into communication styles to suit a range of reader preferences



Present With Impact Face-to-Face.

Remote or face-to-face live workshop

Duration: 2 x 3 hours **Group size:** 3-8

The skills of the presenter are a pivotal factor in the way important business messages are delivered. There are few things less inspiring than a dull presentation, and great content can have little impact if it is delivered poorly.

Presenting with confidence is an essential business skill. You need a well-prepared, well-structured presentation with engaging content. You need to think about the language, tone and behavioural techniques you use. In a face-to-face environment, you need to pay attention to your body language and use of space.

On these two workshops, we help you to plan and deliver compelling presentations that will engage your audience. We use live feedback from the trainer and peers to help you make rapid progress – whatever your level.

As a result of this workshop, you will:

- Create and deliver memorable presentations
- Use a compelling structure
- Design slides with visual impact
- Stand, move, use the space and gesture to maximum effect
- Skillfully present and look confident
- Engage your audience

Present With Impact Remotely.

Remote or face-to-face live workshop

Duration: 2 x 3 hours **Group size:** 3-8

More and more presentations are delivered online. They can be just as powerful as face-to-face presentations with the right remote presentation skills.

Presenting with confidence is an essential business skill. You need a well-prepared, well-structured presentation with engaging content. You need to think about the language, tone and behavioural techniques you use. There are valuable tools and techniques that can be used in remote situations to really enhance the presentation.

On these two workshops, we help you to plan and deliver compelling presentations that will engage your remote audience. We use live feedback from the trainer and peers to help you make rapid progress – whatever your level.

As a result of this workshop, you will:

- Create and deliver memorable presentations
- Use a compelling structure
- Design slides with visual impact
- Use remote presenter tools and techniques to maximum effect
- Skillfully present and look confident
- Engage your audience

Problem Solved!

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Problem solving and decision making are essential skills in the workplace and involves a range of analytical and creative tools and techniques.

Today's competitive business world generates challenges that require rapid understanding and resolution. We all have the capacity to invent solutions that are both highly creative and effective, but many of us lack the tools to guide us to a strong decision we believe in. This session is designed to help participants to generate creative solutions to problems, be discriminating in their choice of options for development and select practical solutions for implementation.

As a result of this workshop, you will:

- Use proven problem solving techniques
- Describe the scope of the problem and its impact on the bigger picture
- Capture relevant data and information and use it in a methodical way to identify possible solutions
- See problems as opportunities and assess your natural creativity
- Plan the implementation and communication of the decision for maximum effect
- Identify ways to review outcomes and monitor and evaluate ongoing reviews

Creative Genius.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-8

It is becoming generally accepted that in these uncertain times, the ability to think in new and innovative ways is essential, to not only survive, but thrive, when facing future challenges.

There is a well known saying, 'if you always do what you have always done, you will always get what you have always got'. There is an important addition to this and it is, 'if you always think what you have always thought...you will always do what you have always done'.

Join this workshop and get creative!

As a result of this workshop, you will:

- Recognise the key characteristics for creative thinking
- Make the most of the difference between left and right brain thinking
- Know how to overcome thinking blocks
- Formulate effective questions
- Create the right environment for creative thinking
- Balance creative and critical thinking in order to move to action.



Introduction To Critical Thinking.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 6-12

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, and finding and fixing flaws in the way we think. To be a great critical thinker takes time and practice.

This remote workshop will introduce you to the eight key elements of critical thinking and how to use them at work and in life in general.

As a result of this workshop, you will:

- Introduce and define critical thinking in context
- Understand reason, logic and bias and how it can get in the way
- Distinguish between relevant and irrelevant information when judging a problem
- Methods Identify and evaluate information
- Touch on theories/models that are used successfully
- Reflect on how you can use this skill to improve the way you think

Critical Thinking & Strategy.

Remote or face-to-face live workshop

Duration: 4 hours

Group size: 3-12

This workshop is designed to sharpen your strategic and critical thinking skills to enhance your decision making at work.

We will help you understand what strategy is and how to interpret how your organisation's current strategies link to your project deliverables, equipping you to advise on, and make, smart business focused decisions.

Even with strategic insight, in solution design we can often be influenced by assumptions, views, opinions, preconceived ideas and unconscious bias, without even knowing it, so this workshop goes further by giving you techniques to become a critical thinker. We will challenge you to ask yourself better questions, to rationally assess all information available, to uncover and fix any potential flaws in thinking which could get in the way of great decisions.

As a result of this workshop, you will:

- Understand why it's important to align your thinking to organisational strategy
- Consider wider strategies to align your decision making
- Apply the key principles of critical thinking to your decisions
- Be aware of your mental process and identify cognitive biases that may impede you
- Be confident that the decision you made is the right one

Business Relationship Skills.



[Practical Influencing Conversations](#)

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Practical Influencing Conversations.

Remote or face-to-face live workshop

Duration: 3.5 hours **Group size:** 3-12

You need to gain buy-in to your idea or solution. Without the power to make demands, strong influencing skills are crucial. Your expertise is the key to enabling the right solution. Stakeholders are experts in their own field, and often quick to make decisions, however they may not be fully equipped to make a decision without all the facts, and your expertise. But logic is not always persuasive, and neither is being right. It is vital we put ourselves in our stakeholders' shoes and understand their vantage point, to make a persuasive case they can easily agree to.

In this workshop, we will teach you to explore your stakeholders' perspectives and use this insight to shape their understanding of how your solution can make a real difference for them. You will practice turning these insights into a compelling and persuasive conversation.

As a result of this workshop, you will:

- Explore your stakeholder's perspective to plan a tailored influencing approach
- Deploy skilful questions to get your stakeholder thinking differently
- Listen carefully to responses to build your persuasive case
- Link the benefits of your solution directly to what is important to your stakeholder
- Win support for your ideas

Impact & Influence.

Remote or face-to-face live workshop

Duration: 4 hours **Group size:** 3-12

Do you want to have greater impact?

Do you have great ideas, but don't know how to get them heard?

This workshop teaches you to have greater impact and influence in the workplace. You will gain insight into your dominant influencing style(s) and how that is working for you, as well as learning about alternative styles you can deploy in situations where they are likely to get better results. Couple this knowledge with insight into a number of different strategies to influence people at work (at any level), and you will develop breadth in your influencing capability.

As a result of this workshop, you will:

- Know how to increase your personal impact at work
- Understand the link between power and influence
- Plan your influencing strategies based on the circumstance
- Be able to deploy different influencing styles to get the best results

Convincing Senior Stakeholders.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Do you have to present to senior stakeholders and get their buy in?

Are you responsible for influencing what decisions are made around patient care, commissioning or strategic policy?

Learn how to develop a credible business case and present with credibility.

This session will enable you to present your ideas in a compelling way, addressing what matters to your audience and enable you to practice using your influence to get to the right decisions.

As a result of this workshop, you will:

- Define the key components of a business case
- Produce a cost-benefit analysis
- Tailor business cases to specific audiences
- Deal confidently with difficult people and situations, having practised their handling and question taking



Storytelling With Data.

Remote or face-to-face live workshop

Duration: Fundamentals: 3 hours
Deep dive: 2 x 3 hours **Group size:** 3-12

Storytelling in business is a powerful tool to engage people, connecting them with your message on a deeper level and gaining support, or commitment, to act.

We've all experienced confusion when trying to understand business messages, either not in our area of expertise or because of their complexity. The T-shaped professional can use stories to provide a way around that, articulating technical/financial, data driven or complex messages with a simplified story which people can easily understand and relate to.

This practical workshop focuses on the stories you need to tell in your role, delving into how to bring together data, visuals and compelling narrative to bring your message to life meaningfully.

As a result of this workshop, you will:

- Recognise great opportunities to use storytelling for enhanced business relationships
- Use storytelling to engage colleagues and stakeholders in the value of your message and get greater outcomes from your interactions through storytelling
- Resonate with your audience, their agenda and their communication preferences
- Bring your data to life with compelling narrative and carefully crafted visuals

Understanding Projects.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

As organisations continue to adapt to a fast-paced landscape, project management is essential. Those of us NOT working full time on a project, still need to understand how projects work and how they are managed, so that we can support the initiatives our organisation is implementing, when the opportunity arises.

This session is aimed at anyone in an organisation who requires an awareness of a project's fundamental principles, processes and roles, to better respond to requests, and/or support initiatives that touch them in their role.

As a result of this workshop, you will:

- Understand the difference between projects and operations
- Know the different roles and responsibilities within a project
- Be familiar with the phases of a project and the implications
- Recognise the importance of an effective project charter

Stakeholder Engagement.

Remote or face-to-face live workshop

Duration: 3 Hours

Group size: 3-12

No two stakeholders are the same. Which means tailoring your approach every time will get the best results. This workshop gives you insights, tools and techniques to build great stakeholder engagement plans.

We will use invaluable knowledge into communication preferences to help you get a head start, and then we will explore business, and personal, drivers motivations and priorities so that you are talking their language, and assessing their perspective.

If you take this approach you will not just engage them, you will be laying the foundations of great business relationship.

As a result of this workshop, you will:

- Review your stakeholder network and identify opportunities for engagement
- Explore what's important to your stakeholders, including senior level
- Plan your stakeholder engagement based on the individual
- Adapt your communication style with different stakeholders based on their likely communication preferences to quickly build rapport and engage them

Stakeholder Mapping.

Remote or face-to-face live workshop

Duration: 4 Hours

Group size: 3-12

Developing and managing strong stakeholder relationships are an important part of working life. Whether it is customers, partners, suppliers, managers, colleagues or any other internal or external stakeholder, we have to swiftly build trust, and gain mutual understanding to cultivate productive ongoing relationships that provide genuine mutual benefit for both parties.

Come to this workshop with a stakeholder in mind and a willingness to share your stakeholder challenge with the group. Using tools, activities and coaching discussion, we will help you plan your approach.

As a result of this workshop, you will:

- Understand the principles of stakeholder management
- Recognise different types of stakeholders and their importance
- Identify and map your stakeholders to define important stakeholder management activity
- Analyse your stakeholder network and relationships to plan a strategic approach



Business Partnering.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

As an internal business partner, you are an expert and you have an important role to play. You are responsible for advising, validating information, influencing, challenging where necessary, setting expectations and ensuring clarity all round.

To truly have the right impact on behalf of the business, you need to be seen as a trusted partner to your stakeholders.

This workshop focuses on how best to collaborate with, and support, your stakeholders, to operate with a true partnership approach and to demonstrate your credibility as a business savvy professional in your field

As a result of this workshop, you will:

- Know what it takes to be a trusted partner to your stakeholders
- Build trust and demonstrate your credibility
- Proactively support, and advise, throughout the partnering cycle
- Skillfully question and listen to understand, collaborate and partner

Developing Great Business Relationships.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

It takes a dedicated amount of time and energy to build good strong business relationships today.

Your reputation and relationships are an integral and necessary part of your success, so it is time well spent.

This remote workshop is designed for individuals who wish to increase their strategic impact on their client and stakeholder relationships using proven models for improving communication.

As a result of this workshop, you will:

- Build rapport and credibility in your business relationships
- Use Transactional Analysis to improve your communication
- Structure conversations using the ORDER Methodology with clients
- Tips and techniques for great client engagement
- Become a 'Trusted Advisor' over time

The Consultative Approach.

Remote or face-to-face live workshop

Duration: 4 hours

Group size: 3-12

As an expert in your field, you can be called up to consult with the business (internally or externally) to ensure it makes the most informed decision.

As the expert, you are responsible for validating information, consulting with business stakeholders, challenging where necessary, setting clear expectations and ensuring clarity all round.

This workshop helps you recognise the impact you can have, consulting with your expertise. We identify the key steps needed to consult with the business and define the right solution. You will review existing strengths you have which will help you be successful and learn about other invaluable skills to enhance to be a great consultant.

As a result of this workshop, you will:

- Build credibility as an effective consultant in your field
- Deploy best practice around the consulting cycle
- Recognise what is essential in an effective consultancy relationship
- Use consultative questioning techniques
- Challenge stakeholders in a positive way



Drive Your Meetings.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

We spend a lot of time in meetings, and most participants are keen that meetings are worthwhile and achieve their specified purpose. If you are the meeting host, the expectation is on you to make that happen.

This workshop teaches you to plan for and conduct great meetings, which are focused on stated objectives, and to complete the process with timely a summary to ensure shared understanding. We teach you chairing skills and behavioural techniques to manage the process, and the airtime in the meeting to ensure contribution levels are in line with what needs to be achieved. You will be able to take control with confidence in front of stakeholders of every level.

As a result of this workshop, you will:

- Prepare for meetings with the meeting purpose in mind
- Structure meetings and set clear meeting agendas to achieve the objectives
- Conduct and manage the meeting effectively
- Manage contribution levels to stay on point and avoid wasting time
- Follow up professionally to complete the process

Facilitate Great Outcomes.

Remote or face-to-face live workshop

Duration: 3.5 hours **Group size:** 3-12

Facilitation has never been more important. In an age of collaboration, having someone take responsibility for managing the process, making things easier for the whole group to stay on point is vital to creating great outcomes.

In this workshop, we'll explore how to fine tune your meeting management and facilitation techniques, providing clarity of purpose and managing stakeholders and their contributions to achieve the outcome you need.

As a result of this workshop, you will:

- Prepare and plan your approach based on required outcomes
- Create engagement and enable collaboration
- Manage the levels of contribution to ensure people are heard and involved
- Deploy different levels of facilitation as needed for the situation
- Facilitate challenging situations
- Gain buy-in and commitment to the agreed outcome

Conquering Conflict.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Being in a situation where conflict of a personal or business nature arises can be an uncomfortable experience for most. Having the knowledge and tools to feel able to control yourself and the situation can reduce stress and improve outcomes.

This session will look at the cause of conflict and where people's motivational factors can create barriers to successful outcomes. Determining helpful and healthy resolution strategies when in difficult circumstances will ensure that you will contribute to a positive outcome and enhance people's perception of you as a person in control.

As a result of this workshop, you will:

- Understand why people are motivated to do the things they do
- Learn what motivates you and others
- See how you may be perceived by others with differing motivations
- Identify the key causes of conflict
- Explore methods to build trust and respect with colleagues
- Develop strategies to deal with conflict before it escalates
- Use a recommended framework for structuring difficult conversations.

We Need To Talk! - Candid Conversations.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

On occasion, there may be the time where you need to be able to confront tough and difficult conversations with confidence and sensitivity whilst building effective relationships with colleagues and team members. Giving feedback and having those difficult conversations is essential to be able to bring about change in behaviours, attitudes and performance.

This session is designed to improve participants' understanding of why we need to deal with and confront difficult conversations. We will look at how we can be more effective and successful by planning our thoughts and communications before they take place.

As a result of this workshop, you will:

- Define difficult conversations and recognise what makes them difficult
- Understand where difficult behaviour comes from
- Recognise the difference between constructive and destructive feedback
- Use a structure for giving feedback effectively
- Understand what fierce conversations are and why to have them
- Plan and hold Fierce Conversations™



Team Skills.

[Team Building](#)

[Team Resilience](#)

[Giving and Receiving Feedback](#)

[Embracing Diversity](#)

[Neurodiversity Awareness](#)

Please contact us to discuss other team events

Team Building.

Remote or face-to-face live workshop

Duration: Fundamentals: 3 hours
Deep dive: 2 x 3 hours **Group size:** Team size

Effective teams are at the heart of a high-performance culture.

High-performing teams don't happen by chance. It requires focus, trust, healthy debate, commitment, and accountability.

The better you understand yourself, and the people in the team, the better you can succeed together and enjoy working as part of a collaborative team.

This workshop is a fun, experiential learning event, designed for your team to learn together, build a deeper understanding of each other, and develop richer working relationships to help you get even better outcomes as a team.

As a result of this workshop, you will:

- Know what high-performing teams do well
- Recognise different team member profiles and preferences
- Have a heightened self-awareness
- Appreciate the value of the varied profiles across your team
- Commit to enhanced ways of working based on your learning



Team Resilience.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: Team size

Resilience is one of the most valuable assets you can have, in a fast-paced modern working environment. We can all develop our resilience, and this workshop helps you recognise what is already working for you, and identify the areas where you could make changes, create new habits and take practical action to develop your personal resilience.

And we are not working in isolation. As part of a team, when the pressure is on or times are difficult, it is likely that we are all affected to some degree. The power of the team is an amazing thing. When we open up, in a productive way with peers, about the impact challenges are having on us, we are likely to find we have more than just emotional support. Working together your team can often find ways to tackle issues and solve problems, to flex and adapt to support each other – growing even stronger.

As a result of this workshop, you will:

- Understand what resilience is
- Review your own strengths and appreciate how they are working for you
- Recognise potential derailers and identify your key development areas
- Recognise early warning signs of pressure in yourself and others
- Have meaningful conversations with your team about pressure
- Collaborate to identify strategies to grow as a team rather than "cope" with challenge

Giving and Receiving Feedback.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Giving and receiving feedback is a key part of how we identify the impact we have on others and identify areas of growth. However, hearing and receiving feedback can be a difficult experience for any of us.

In this session we will look at the process of feedback and explore strategies of delivering feedback, and for responding to feedback, to ensure we have meaningful conversations to continually check in and ensure our ongoing self-awareness and growth.

As a result of this workshop, you will:

- Describe the definition and the purpose of feedback
- List which elements and the framework necessary to provide successful feedback
- Explain the consequences of not giving feedback
- Identify different types of feedback – developmental and motivational
- Identify different responses to receiving feedback
- Use a range of strategies with which to deliver feedback and respond

Embracing Diversity.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

Everyone needs an understanding of diversity and inclusion, but sometimes it's hard to know where to start, to make a real difference. We have found that getting teams together in a facilitated session is a great way to open-up topics and give teams the tools to foster a diverse and Inclusive team culture.

This workshop is for teams who want to embrace diversity and make a difference, but need to improve their knowledge first. We will demystify terminology, give you advice to follow and provide tools to help you promote D&I across your team, to embed good practice.

As a result of this workshop, you will:

- Develop your understanding of the importance and implications of diversity and inclusion in your workplace
- Be more confident in how you communicate about diversity and inclusion
- Drive engagement in your team with innovative ideas that improve inclusion and make a difference
- Have an action plan of activities to enhance the diversity and inclusive practices within your team

Neurodiversity Awareness.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

Many of us have heard of neurodiversity, but don't yet understand what it is, or the implications for those we work with every day.

This workshop offers an informative and engaging overview of neurodiversity. We will explore the challenges neurodivergent colleagues can face in the workplace, and balance that with the power and potential neurodivergent thinking can bring.

With greater awareness better support the people they work with.

As a result of this workshop, you will:

- Have greater insight into the concept of neurodiversity
- Understand formal diagnoses
- Recognise the challenges faced by the neurodivergent at work
- Appreciate the lived experience of neurodiversity
- Describe the benefits of a neurodiverse workplace
- Recognise the opportunity to support neurodivergent colleagues

'My Manager ...' Series.

[Conducts Positive Performance Conversations](#)

[Sets Clear Direction](#)

[Gives & Receives Feedback](#)

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[Is a Leader](#)

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[Has Essential Recruitment Interview Skills](#)

[Recruits without Bias](#)



My Manager... Conducts Positive Performance Conversations.

Remote or face-to-face live workshop

Duration: 3 Hours **Group size:** 3-12

For people to perform at their best, and to continue to improve, they need to know how well they are doing in their role.

Quality performance conversations are a crucial ingredient for high performing teams, and it is a manager's responsibility to ensure they happen often and are constructive.

This workshop will develop your skills in this area, so that you can confidently hold regular developmental conversations, which produce positive outcomes for you and the members of your team.

As a result of this workshop, you will:

- Recognise the importance of frequent performance conversations
- Use questioning techniques for a quality performance conversation
- Know how to give positive motivational feedback
- Be able to give constructive developmental feedback
- Deliver messages you find difficult
- Manage a positive climate during performance conversations

My Manager... Gives Clear Direction.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

As a manager and leader of others a compelling vision is a hallmark of a high performing team. This session explore the creation of inspirational visions of the future and how this needs to be refined into proposals that enable everyone to know what is actually expected of them.

No vision will survive long unless it gains support from the many people who will be needed to turn it into reality. So it's essential to bring others into the thinking, discussion and development of the vision at the earliest practical opportunity.

As a result of this workshop, you will:

- Describe the key elements to be included in a compelling vision of the future for your team
- Explain how to give clear direction so your team members know what's expected of them
- List the key elements of the plan and how to share it so your team know where they are against the plan

My Manager... Gives and Receives Feedback.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Delivering and receiving 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. As well as encouraging others to give you feedback and how to respond effectively.

You will leave with insight into a technique which helps you deliver difficult feedback more confidently and acknowledge achievement and help to promote a better-motivated and loyal workforce.

This session will equip managers and supervisors with feedback skills necessary to develop great performance in their teams.

As a result of this workshop, you will:

- Practice receiving both high and low quality feedback during an exercise in the session
- Describe the characteristics of good feedback
- Explain the benefits of positive reinforcement
- Apply active listening skills through an exercise
- Identify actions to take back in the workplace as a result of the learning

My Manager... Delegates Effectively.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 6-12

The ability to delegate is and has always been a key to effectively managing others. It serves as a the link between setting the direction, developing others and getting the job done.

We will with take you through the practical steps you need to take to delegate well and provide the necessary support to those you delegate to.

This remote workshop will introduce you to practical steps you can take to use delegation as a basis for all other development and team work.

As a result of this workshop, you will:

- Identify the benefits of delegating
- Explain when and how to delegate
- Explain the nine steps to successful delegation
- Describe the different levels of delegation
- Reflect on the levels you use the most and least often
- Learn ways to overcome any the barriers you may face



My Manager... Is A Leader

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

To inspire your colleagues into higher levels of teamwork, there are certain things you must be, know and do. These skills and behaviours do not always come naturally, however if you have the desire and willpower, you can become an effective leader.

Good leaders develop through a never-ending process of self-study, education, training and experience. This remote workshop is aimed at helping new leaders achieve greater results through understanding what makes a high performing team.

As a result of this workshop, you will:

- Understand what leadership means in your role
- Describe your preferred styles of leadership
- Understand the situational leadership™ model
- Discuss the impact of your behaviour on others
- Recognise when and how to vary your leadership style using
- Create a commitment plan to help adopt leadership behaviours

My Manager... Has Leadership Presence

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

Leadership presence has been defined as the ability to connect authentically with the hearts and minds of others in order to motivate or inspire them towards a desired outcome.

This remote workshop will introduce you to the qualities you need to help you build impact and presence in all of your interactions as a leader.

As a result of this workshop, you will:

- Understand what it takes to create real presence as a leader
- List and work through what qualities you need to:
 - Act with credibility
 - Demonstrate your integrity
 - Establish trust
 - Show empathy
- Practice how to communicate honestly and respectfully with those who work for you and with you

My Manager... Inclusively Leads.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

The best leaders are not usually distinguished by their competencies, skills or who believes in them.

They stand out because they're in touch with what they care about and because they go for it, consciously focusing on the things that will make the biggest difference. They do this in a way that creates an environment for people to thrive.

We will tap into the latest research on inclusion and how to embrace the benefits of diversity, for you, your team and the wider organisational population.

As a result of this workshop, you will:

- The benefits of inclusion (why do it?)
- Explore the attributes, qualities and effort that is required for inclusive leadership.
- The impact of biased thinking on individuals and organisations.
- Find your why. What you care about as a leader and how to make it land
- Engagement : how to make it all happen
- Taking responsibility for your leadership behaviour

My Manager... Motivates and Engages.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

There is much talk of employee engagement and there are many successful theories used to understand what keeps individuals motivated to do a great job.

This remote workshop will give you simple ways to identify, conclude and remove obstacles that prevent people from doing their best. It will give you the information you need to empower yourself and others to create an environment where people are motivated to give 'discretionary effort'.

As a result of this workshop, you will:

- Passion and engagement
- What is motivation? What are the barriers?
- Models for increasing engagement
- Assess your own motivation levels and how it affects others
- Understand the motivation of your team
- Communicating motivators
- Provide tools and techniques to understand and motivate your team
- Create a personal communication improvement plan

My Manager... Develops High Performing Teams.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

A high-performance team can be defined as a collection of people with clear roles, complementary talents and skills, aligned with and committed to a common purpose.

Understand the impact of team strength, atmosphere, relationships and leadership direction and cultivate both new and existing teams to increased performance

This highly interactive workshop has been designed to help you answer such questions, uses tried and tested diagnostic tools to help you understand your team better, and identify practical steps you can take to improve its performance.

As a result of this workshop, you will:

- Assess the current development stage of your team, and how to support its further development
- Assess the team role distribution within your team, identifying strengths, weaknesses and actions
- Manage and reduce team dysfunction, improving team performance
- Build a plan to improve the performance of your team

My Manager... Skilfully Coaches.

Remote or face-to-face live workshop

Duration: 2 x 3 hours **Group size:** 3-12

Coaching is a highly effective, and cost effective, development tool. It can accelerate individual performance improvement. It not only develops the individual at the time, it also teaches coachees over the longer term, to take ownership for solving their own problems.

Being a confident, ethical and effective coach is highly rewarding for you too. You will experience the effectiveness of helping individuals make decisions on how to progress, rather than having to fix issues yourself. You will also benefit from seeing your people grow and develop, able to take on more responsibility.

These two workshops help you develop your coaching skills. We use practical tools and techniques as a springboard, and practice coaching conversations to fine tune your skills and enhance your confidence.

As a result of this workshop, you will:

- Recognise coaching opportunities to develop staff
- Establish trust with your coaches
- Use best practice coaching and feedback tools to structure your coaching conversations
- Use skilful questioning and listening to help people solve their own problems
- Coach ethically and with confidence, to support the development of your people

My Manager... Encourages and Enables People Development.

Remote or face-to-face live workshop

Duration: 3 hours

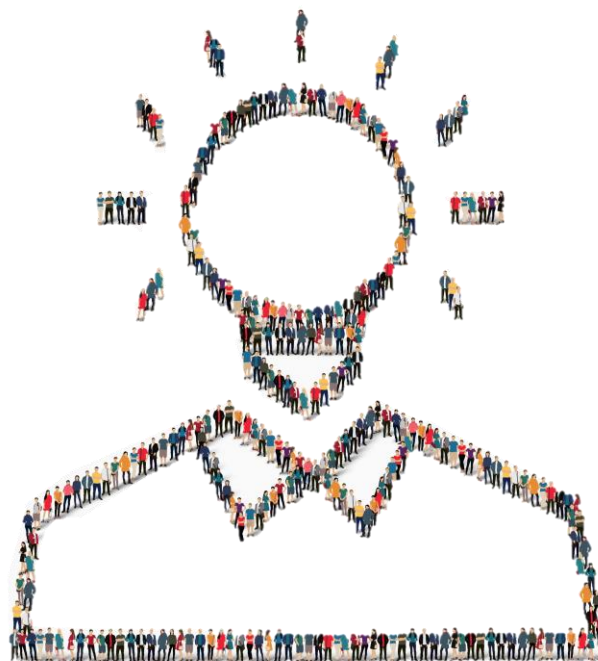
Group size: 3-12

Encouraging development is one of the most important and worthwhile aspects of the manager's job. One of the simplest and most powerful ways you can encourage development is to get people to learn more from the work they are already doing.

This session navigates through the 70/20/10 philosophy, how adults learn successfully, how choosing work assignments can encourage development and how to best use learning reviews to encourage development and self ownership.

As a result of this workshop, you will:

- State the manager's role in employee development
- Describe how to enable all team members, to develop and succeed, and why this is important
- Explain how to play to each team members strengths and the benefits this would bring
- Conduct an effective development conversation using the GROW model
- Identify up to 3 actions you will take back in the workplace to encourage development in your area



My Manager... Has Essential Recruitment Interview Skills.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 6-12

Interviewing for new recruits is a crucial skill. Mistakes can be costly and time-consuming. To be a good interviewer you must be prepared, ask the right questions, listen carefully and evaluate without bias to ensure you are choosing the right candidate.

This half day practical remote workshop gives you a grounding in the interviewing and selection process so that you can confidently choose the best talent. It includes practice tips and guidance to make the interviewing process run smoothly for you and your candidates.

As a result of this workshop, you will:

- Understand the recruitment process and why it is so important to get it right
- Learn how to prepare for an interview
- Understand the legal implications of the questions you ask
- Use proven models to ask questions that will get you the answers you need
- Ensure you get dependable evidence from the candidate rather than stories aligned to what the candidates think you want to hear
- Avoiding conscious and unconscious bias
- Utilising an interviewing checklist prior to conducting your next interview
- Make good, justified recruitment decisions

My Manager... Recruits without Bias.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

All managers must be able to recruit and select talent in a way that overcomes the biases we are all influenced by. In doing so, we will recruit and promote from a more diverse pool of talent, improving the overall diversity of our workforce and find the best people and talent for our organisation.

At a time when the job market is buoyant it has never been so important overcome our unconscious bias, to ensure we recruit fairly and enable the best candidate to get the job.

As a result of this workshop, you will:

- Appreciate the importance of diversity when conducting interviews
- Understand the risk of unconscious bias when recruiting
- Think in terms of values, competencies as well as skills
- Know the legal implications of the questions you ask
- Use proven models to ask unbiased questions
- Get dependable evidence from candidates
- Avoiding conscious and unconscious bias
- Make good, justified recruitment decisions



Organisational Acumen and Change.

- [Commercial Acumen](#)
- [Business Finance Fundamentals](#)
- [Change Happens - Embrace Positives](#)
- [Lead People Through Change](#)
- [Demystifying Agile - Project Management](#)

Please contact us to discuss other topics



Main Menu

Commercial Awareness.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

As the business world evolves at pace, commercial acumen becomes ever more vital. Commercially astute professionals add real value to their organisation. They are able to make better decisions, solve problems, assess risk and identify opportunities, that visibly contributing to organisational sustainability, effectiveness and success.

This workshop is designed to develop your understanding of business, and the many factors that influence business performance. As a result of being more informed, you will be more confident that your questions, ideas, recommendations, solutions and decisions, align and support your organisation's goals. This skill visibly demonstrates your credibility to your stakeholders too.

As a result of this workshop, you will:

- Understand how business operations link to organisational performance
- Recognise why key decisions are made
- Analyse organisational strengths and weaknesses
- Identify threats facing your organisation
- Make better decisions, solve problems, assess risks and identify opportunities
- Continuously develop your understanding, as organisational priorities change
- Demonstrate your commercial acumen in conversations with internal, and external, stakeholders

Business Finance Fundamentals.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

We all recognise that finance is critical to business success – to generate profit, to enable operations, for sustainability and for growth.

However, to those of us who aren't finance specialists, business finance and its terminology can be confusing and intimidating. We hear about income, taxation, outgoings, profit and loss, cash flow, budgeting and cross charging, but what do they mean and what impact do they have on decisions.

This workshop is designed for anyone who wants to better understand the fundamentals of finance in business.

As a result of this workshop, you will:

- Know the meaning of key business terminology and jargon
- Understand financial implications for a business
- Recognise their effect on business decisions
- Appreciate the importance of cost control and management
- Understand how budget decisions affect you in your role

Change Happens - Embrace Positives.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

The only constant in organisational life at the moment is change.

This session 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. We will help you to understand organisational change. We will show you how you can thrive on the unexpected and reach your potential in the 'new world'.

As a result of this workshop, you will:

- Understand why you react to change the way you do
- Recognise the importance of differentiating between things you can influence and things you cannot
- Demonstrate the importance of a positive approach to any change situation
- Identify your role in the change process and learn how to make a positive difference
- Identify ways of finding the energy to manage personal and organisational change effectively

Lead People Through Change.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 6-12

Leaders in this ever-changing age are curious and always looking for new, innovative ideas and solutions, ready to embrace new ideas, new technologies and new ways of working. Because of this, leaders need to be able to lead and manage change – creating a clear vision and taking their teams with them on the journey.

This remote workshop will take you through well-known change models. It explores the reality of change and why it's important for individuals, teams and organisations. It also looks at the impact of change and how we, as leaders, can manage it more effectively to drive results.

As a result of this workshop, you will:

- Recognise the impact of organisational change on people
- Understand your role in leading change
- Navigating the change curve
- Influence through a positive approach to change
- Apply strategies to lead people through change successfully



Demystifying Agile - Project Management.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 6-12

Agile development has gained in popularity during the last ten years as a way to meet the needs of innovative 'knowledge workers' under pressure to meet the demands of a competitive marketplace. Technology teams have been adopting various forms of Agile in recent years.

Organisations that develop complex products and services have experienced benefits from using Agile iterative and incremental development to meet customers' needs quickly and with better quality than traditional approaches.

We will look at what it really means to work with an Agile mindset. This remote session will equip you with the knowledge to understand Agile and embrace agile ways of working.

As a result of this workshop, you will:

- Agile's origins in Lean: continuous learning, empowering workers, and just-in-time planning
- Introduction to the Agile frameworks Scrum, DSDM, Kanban, XP, Lean Startup: how are they different, how can they be used together
- Agile principles from the Manifesto for Agile Software Development (agilemanifesto.org)
- Cohort discussion on possible uses of the frameworks and tools in their organisational context

Resilience & Wellbeing.



[Build Self Confidence](#)

[Develop Personal Resilience](#)

[Perform Under Pressure](#)

[Manage Mental Health in the Workplace](#)

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Build Self Confidence.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

Whether someone demonstrates self-confidence by being decisive, trying new things, or staying in control when things get difficult, a person with high self-confidence seems to live life with passion and enthusiasm. Other people tend to trust and respect these confident individuals, which helps them build even more self-confidence – and so the cycle continues.

This session explores self confidence, what affects our confidence both positively and negatively, how our thinking can impact our behaviours and valuable frameworks which boost confidence and self esteem.

As a result of this workshop, you will:

- Summarise a definition of self confidence
- Identify the 3 factors that affect your self-confidence
- Describe how the cycle of confidence can be applied to a situation where you experienced fear
- List 2 ways of looking self-confident
- Explain how the STRAIN model can help deal with setbacks

Develop Personal Resilience.

Remote or face-to-face live workshop

Duration: 2 x 3 hours **Group size:** 3-12

In this ever fast paced world the need for 'resilience' is mentioned more and more. But what does it mean to be resilient? Why do some people seem to be resilient, while some of us feel far from it?

The most important learning from this session is that we can all develop our resilience. From this starting point, this engaging workshop helps you recognise what is already working for you, and identify the areas where you could make changes, create new habits and take practical action to develop your personal resilience.

As a result of this workshop, you will:

- Understand what resilience is
- Know the skills and attributes that make up resilience
- Review your own strengths and appreciate how they are working for you
- Recognise potential derailers and identify your key development areas
- Develop a personal plan to action to implement straight away



Perform Under Pressure.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Sustainable high performance can be achieved through self mastery; understanding how you operate, and adjusting your style to manage yourself and your relationships with others more effectively.

This session will help you to diagnose what common traps people fall into, how this impacts you and the behaviours of others, and how you can shift your behaviour and that of your peers to become more effective and gain control of your work life, still produce the goods and satisfy your stakeholders.

As a result of this workshop, you will:

- Recognise the new world of work and how this impacts you and your peers
- Examine your working style to recognise how this impacts your performance and beliefs
- Understand what self limiting beliefs exist and how to develop reflective and emotional intelligence to overcome this
- Learn that time management is not the whole answer you need focus and direction
- Establish a significant sense of purpose that guides your decision making
- Be proactive in your relationships with managers and establish clear goals and expectations

Manage Mental Health In The Workplace.

Remote or face-to-face live workshop

Duration: 3 hours

Group size: 3-12

Poor mental health is responsible for almost 13% of sickness absence in the UK workplace alone. There has been a recent rise in Mental Health issues within the workplace. It is something that can impact us all with 1 in 4 experiencing issues at some stage of our lives.

This remote workshop will give us the awareness and knowledge to be able to recognise signs of poor mental health in the workplace. We will uncover how to notice that someone may be struggling, approach the situation sensitively and offer the right support.

As a result of this workshop, you will:

- Increase your confidence and understanding about mental health
- Outline the different common mental health areas
- Reducing stigma and increasing mental health awareness
- Create a culture that supports mental health and promotes wellbeing
- Understand positive interventions for sign posting and helping people get the help they need



Mindfulness For Stress Reduction.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

The most important benefit of mindfulness lies in its potential to reduce stress levels.

Those who suffer from anxiety struggle to distinguish between a nagging worry (unnecessary thought) and a problem-solving thinking process. In other words, their worrying thoughts have an extremely dominating influence over their minds.

This can affect sleep patterns and concentration, lead to irritability or moodiness and even impact our appetite. You will be amazed how many stress related symptoms mindfulness can help you to address, by adopting some simple techniques.

As a result of this workshop, you will:

- Challenge your internal thought process
- Believe in your own ability to respond positively to stress triggers and challenging experiences
- Skillfully manage your responses in the face of stress to reduce anxiety in your professional and personal life
- Engage more fully in projects, activities and collaborative tasks at work
- Make improvements to your mental and physical wellbeing

Mindful Leadership.

Remote or face-to-face live workshop

Duration: 2 x 3 hours **Group size:** 3-12

Mindful leaders make informed, well-thought-out, and empowered decisions based on all the available data. Therefore it comes as no surprise that mindful leaders can come up with new and innovative solutions to problems.

By incorporating mindfulness practices into their daily lives, leaders can stay authentic and grounded, balance professional success with personal success, face challenges with humility and awareness, and find the right balance between long-term and short-term goals.

As a result of this workshop, you will:

- Stay focused, centred and congruent under pressure
- Adapt and respond more productively to leadership challenges
- Make calmer, balanced decisions, solving problems innovatively or through empowerment of others
- Operate with increased compassion for others
- Role model the value of incorporating mindfulness practices into your daily approach



Neuroplasticity: Rewire Your Brain.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

95% of the time we run on autopilot. This is comfortable and seems safe. But autopilot doesn't give us the skills we need to effectively tackle the unexpected, to intentionally develop ourselves, or to set bold goals.

This fascinating workshop teaches you how the brain is influenced by the beliefs we form throughout our lives, and how these neural pathways can get us 'stuck'. You will learn about the cues your brain picks up on, and be able to reflect on what your brain is paying attention to.

You will learn interrogative self-talk, enabling you to gain realistic yet positive analysis of any situation, to take a fresh approach.

As a result of this workshop, you will:

- Fire new neurons and make new synaptic connections
- Change your mind – literally!
- Get out of habitual comfort, and into your stretch zone
- Move away from autopilot, to take conscious control

Mind Your Mind!.

Remote or face-to-face live workshop

Duration: 3 hours **Group size:** 3-12

Recent challenging times have inevitably affected many people's ability to stay motivated and positive over time. More and more people are showing, and recognising the signs. Left untended, this will affect our general wellbeing and even mental health. We need to open a dialogue to help equip people to cope with their personal set of challenges.

This workshop shares insights and well established techniques from Cognitive-Behaviour-Therapy (CBT), to give people practical tools which not only help them become more positive, but it also provides them with coping abilities to navigate challenges better.

As a result of this workshop, you will:

- Understand the impact your thoughts have on you day-to-day
- Get inside your head and recognise your self-talk
- Identify what enables you and what limits you, and how this affects how you show up
- Change your thoughts to trigger positive behaviour, increasing motivation and energy
- Navigate business challenges and relationships more skillfully





“We’d love to be part of your story; we hope you’d like to be part of ours”

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