

Executive Coaching & Mentoring	Outcomes
<p>The opportunity to work with an executive coach of your personal choice. Bespoke executive coaching and mentoring services for business executives. Aimed at all management levels.</p>	<ul style="list-style-type: none"> • Challenged thinking • Inspired thought • Realistic goals aligned to your career path • Banishment of limiting self beliefs • Self acknowledgement • Increased self awareness • Clarity
Understanding Self	Outcomes
<p>You will understand the fundamental building blocks of self-awareness, self-discovery and personality trait. The positioning of this programme should ideally take place at the start of a leadership and management journey.</p>	<ul style="list-style-type: none"> • Understanding personality type (self) • Reflecting on personal style, personal preferences and understanding how this can impact relationship potential • Develop personal effectiveness and performance strategies for the future
Understanding Others	Outcomes
<p>A continuation from the Understanding Self programme; it will enable individuals to recognise the motivations and values of others.</p>	<ul style="list-style-type: none"> • Understand the motivational values of others • Build competence in relationship awareness theory • Understand how personal preference and personality traits can impact the motivation and morale of others • Develop communication strategies with others (written, verbal and non verbal) • Establish confidence and competence in using questioning techniques • Develop performance strategies
Delegating and Influencing	Outcomes
<p>A role-play style experiential workshop focusing on delegation and influencing techniques.</p>	<ul style="list-style-type: none"> • Experiment with positive influencing techniques • Understand reasoning • Explore the risk of no delegation • See how delegating supports the developmental growth of others • See the importance of monitoring progress • See the benefits of giving feedback • Remain calm and professional in the face of negative behaviour
Becoming a Manager of Peers	Outcomes
<p>A performance coaching workshop, providing newly appointed managers with enhanced confidence in their management and leadership skill set; incorporating one-to-one coaching to set goals and create action plans.</p>	<ul style="list-style-type: none"> • Understand the transition of peer to manager • Build personal confidence, self esteem and

Personal Impact	Outcomes
Developing your Personal Impact will enable you to build rapport and confidence with an audience, create inspiring presentations using vivid language, rhetorical questions and metaphors.	<ul style="list-style-type: none"> • Creating presentations that have clarity • Understanding the principles of rapport building with an audience • Confidently utilise the skill and knowledge of an audience to enhance your presentation • Become comfortable with, and enjoy story telling • Understand the technicalities of compiling a presentation – audio, visual, language and engagement
Leading High Performing Teams	Outcomes
A dynamic and media rich experiential programme born from 'real life' case studies. Participants will learn the concepts and building blocks of leading, empowering and developing high performance teams.	<ul style="list-style-type: none"> • Review behaviours and values of individuals and teams • Learning about the impact of delegation and empowerment • Learning how to minimise conflict and competition • Create strategies for reward and success • Understand the fundamentals of building high performance teams • Experience Action Learning and Group Coaching • Create a vision, mission and values
Performance Management	Outcomes
Role-play actors and human resource professionals allow participants to work through their individual real life case studies and find solutions for performance and talent management.	<ul style="list-style-type: none"> • Measure performance levels of staff • Evaluate and understand the difference between poor performance and discipline • Learn how to recognise, reward and promote high performance • Manage toxic talent
Mentoring and Coaching	Outcomes
A high calibre coaching and mentoring workshop which inspires ideas generation, which enables organisational transformation.	<ul style="list-style-type: none"> • Mentoring and coaching to enable personal and professional growth, and career opportunity • Learn how strong personal relationships whether by coaching or mentoring are fundamental to leadership • Exploring role identification, personal authority and identity. Promote confidence, self-esteem and competency in others. • Manage toxic talent
Leading Leaders	Outcomes
Understand the critical success factors involved in allowing leaders to lead within their organisation. Explore leadership	<ul style="list-style-type: none"> • Skilful delegation - free up the leader to tackle more strategic aspects of business

<p>credibility, the effects of negative behaviour and effective decision-making.</p>	<ul style="list-style-type: none"> • Maintain operational control - giving people freedom to perform • Become solutions focused • Learn how to build a senior team of leaders that deliver consistent high performance – and positively impact the bottom line
<p>Strategic Execution</p>	<p>Outcomes</p>
<p>Learn how to drive a vision and align it with organisational structure and roles. Use SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis and visioning exercises that are aligned to your business.</p>	<ul style="list-style-type: none"> • Understand the power of change • Understand strategic terminology • Creating vision, mission, clarity and execution with confidence • Use tools to underpin performance, and create balance and alignment • Be able to succinctly communicate both vision and strategy
<p>Performance / Development Centres</p> <p>A bespoke offering.</p> <p>One example of a concept used to underpin a development centre would be to frame the programme as a ‘high performing day at the office’ and put candidates through a series of high-pressure interventions that are aligned to their business environment. The environment can be set up to match the workplace environment (office / business simulation). Individual and team performance is observed by qualified and experienced facilitators who are trained to give objective and evidence based feedback. This is followed by a one-to-one coaching session to set targets for future development, further followed by a detailed report with learning recommendations.</p>	