

## high impact development - workshops

### Coaching for High Performance

Managers everywhere are recognising the value of coaching for getting the best from their people. Whether they are managing new or experienced staff, a key responsibility of every manager is to act as a high performance coach, helping individual team members to enhance their performance and maximise their potential. This workshop gives participants the tools they need to become confident 'high performance coaches', who can:

- Help team members to reflect on their performance and identify ways to 'raise their game'
- Enable them to take ownership for problem solving and decision making
- Tackle poor performance honestly and constructively.
- Help people to plan and prepare for their future career development and maximise their potential.

This workshop also forms a key part of our longer programme, "Mentoring for Business Success"

### Career Management Made Easy

Increasingly organisations require their employees to take responsibility for proactively managing their own career development, but not everyone is clear about their career goals or how they can achieve them. This can lead to wasted potential and loss of talent from the organisation. Our workshop makes it easy for all participants to manage their careers, by enabling them to:

- Evaluate their talents and abilities - "What could I do?"
- Discover what motivates them and their desired work-life balance - "What do I want to do?"
- Identify long-term career goals
- Plan how to achieve them in the context of their current organisation

Feedback from one of our participants:

*"A very useful course... it allowed me to understand the roles that I'd be happy in and why others frustrate me so much"*

### Motivating Your Team

Ask some managers what motivates people and they will say, "Money", yet very few people are motivated to work hard by money alone. This workshop enables participants to uncover the hidden motivators that can build loyalty and commitment, retain valued employees and inspire people to think about work even when they are in the shower!

### Making Change Happen

When embarking on a change programme it is essential to think through in advance how to get people on board with the change and how to communicate the change effectively. This workshop helps change leaders to avoid many of the pitfalls that often arise when implementing change by:

- Understanding potential reactions to change
- Learning how they might adapt their communication to appeal to the widest audience
- Planning how to minimise disruption/lost productivity and accelerate the rate of progress by capturing hearts and minds.

### Influencing and Persuasion

The widespread adoption of matrix structures and cross-functional working has increased the need for sophisticated influencing skills, as individuals have to persuade people over whom they have no line responsibility to support their ideas or take a required course of action. This workshop provides participants with techniques for:

- Creating goodwill through relationship building and networking
- Predicting how colleagues in other teams will behave
- Selling their ideas and proposals with subtlety
- Understanding and overcoming 'hidden agendas', resolving differences of opinion and unlocking entrenched positions