



**THE PAINLESS
PEOPLE MANAGEMENT
PROGRAMME.**

LIGHTBULB MOMENTS

PRACTICAL & PUNCHY WORKSHOPS

In-Company Training and Live Webinars: Our Different Approach:

- **Because no-one ever said “I wish that training had lasted much longer, had loads more business models, buzzwords and clichés in it and had just used stuff I could have found online!”**
- Our workshops and webinars combine the style of a 'TED talk' with step-by-step techniques and tools: short learning bursts in half-a-day or less!
- No role-plays or gimmicky ice-breakers. People generally hate them!
- We don't fill time with academic, unusable business models
- We give you practical stuff rather than generic pieces of 'advice' or cliché one-liners!
– telling you to 'empower' people isn't really that helpful!
- We don't use the bog-standard agendas you may find elsewhere! Our techniques are often not found in textbooks (where competitors often copy theirs from) and are focused on what actually works at work
- Energetic and inspiring sessions that won't distract you to your phone!
- We train what we know works and what we and others have successfully used
- All in plain-English: we work hard to minimise buzzwords and corporate-speak
- **FREE 'Total Recall' handout and access to online summaries with key techniques/tips to help reinforce learning plus optional 'two weeks on' memory-joggers.**



LIGHTBULB MOMENTS

The Painless People Management Programme: An Essential Toolbox for New Managers

Module One

The 'Chameleon Manager'

- A unique introduction to managing people
- People management employment law do's/don'ts!
- Includes a psychometric mechanism to better understand what motivates you and others for great working relationships
- How to manage and deal with people who are 'not like me'
- Half-day

Module Two

Difficult Conversations Made Simple

- How to prepare for challenging conversations in a unique way
- A structure to follow for the conversation that flips how you currently approach it!
- Dealing with the five types of difficult people
- Half-day

Module Three

Amazing 121s for Overnight Results

- An all-year-round 121 structure
- A plain-English, different way of getting people results on a day-to-day basis
- Managing concerning behaviour from the 'chat' to objective-setting!
- Beyond SMART! Five new steps to craft brilliant objectives
- Half-day

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Module Four

Powerful Time Management

- Balancing people management with the 'day job'
- A unique time management system for the rest of your life
- Great techniques to help you spend time on the *right* things
- Reduce 'time-stealing' and distractions from others
- 'To-Do' lists and 'stress-free' email – A better approach!
- Half-day

Module Five

Pick One Of Three Options

- Killer presentations/ public speaking
- Recruitment interviewing '3.0' for the best people!
- Short 121 end-of-programme coaching session for each participant
- Half-day

10% discount when taking complete five-module programme : £895 for each half-day module when delivered in-company

Not enough people for in-company training?

Ask about our next open programme dates

£249 per person per module

FREE 'between the workshops' email support & advice to help embed learning

Includes 'back to the desk' post-module activities



"Turned everything I thought I knew on its head! Most useful management training I've had"



"Best thing I have been to in ages - real food for thought"

PRIMARK

"Techniques and ideas I can actually use rather than jargon and theory"



"A really different but fantastic way to approach 121s and moving away from appraisals"



"The best guidance I have ever had when it comes to this subject. Thank you!"

RAYMOND JAMES®
INVESTMENT SERVICES

"A most interesting morning and I can honestly say that I will be applying many of the tools"

ual: university of the arts london

"It was very refreshing to come to such a lively, inspiring and informative workshop"



"Many thanks - it was an amazing workshop - used a lot of it already!"

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