



PAINLESS PEOPLE  
**MANAGEMENT**

PROGRAMME

# THE PAINLESS PEOPLE MANAGEMENT PROGRAMME.

96% of those surveyed post-programme said they would 'definitely use' the tools and techniques and 'would recommend' the training to other managers



# 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 'two weeks on' memory-joggers.**



# LIGHTBULB MOMENTS

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

### Module One

#### People-Management for Overnight Results

- A unique introduction to managing people
- The four-point plan for managing 'office', 'hybrid' or remote working – includes:
  - Targeting/measuring results in any role for increased visibility
  - Using 'early warning indicators' to reduce 'nasty surprises!
  - The new meeting rules that get stuff done in less time
  - **Two hours when delivered online**

### Module Two

#### Difficult Conversations Made Simple

- How to prepare for challenging conversations in a unique way
- Beginning the conversation with a new approach to reduce nerves
- A script and structure to follow for the conversation that '180' flips how you currently approach it!
- The 'non-buzzword' way to improve concerning behaviour/habits!
- **Two hours when delivered online**

### Module Three

#### Painless 121s and Performance Reviews

- An all-year-round 121 structure
- Using 'the one magic ingredient, three triggers, five new steps' formula for objective-setting that will boost performance
- How to write behavioural objectives
- When to coach, when to delegate
- The underperformance formula
- The complete step-by-step routine for amazing 121's in half the time!
- **Two hours when delivered online**

# LIGHTBULB MOMENTS

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

### Module Four

#### Essential Employment Law: What Do I Do If.....

- Poor performance next steps
- Equality/discrimination legislation facts and myths
- 'Banter' v Harassment
- Some key people 'emergency' scenarios at work and how to practically handle them
- **Two hours when delivered online**

### Module Five

#### The 'Chameleon Manager' At Work

- A revealing insight into how you tick and why we behave the way we do
- 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'
- **Two hours when delivered online, plus pre-workshop activity**

### Module Six

#### Time-Management for Busy People

- Balancing people management with the 'day job' when everything is important and urgent!
- A unique time management system for the rest of your life
- Reduce 'time-stealing' and distractions from others
- 'To-Do' lists and 'stress-free' email – A better approach!
- **Two hours when delivered online**

# LIGHTBULB MOMENTS

The Painless People Management Programme: An Essential Toolbox for Managers

Online live workshops:  
£599 plus VAT each module  
- delivered only to your group  
of 8-10 people

Each module delivered  
every 3 or 4 weeks

Optional  
email/phone/check-in  
weekly support between  
sessions for managers

£100 per team per module

FREE **'Total Recall'** handout and access to online summaries  
with key techniques/tips



"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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