

Igniter Sessions

COACHING - BASE CAMP 1

Aims

An introduction to coaching philosophy and to the base coaching skills of listening, laser questions and reflecting back which are powerful tools to help you develop individual performance.

Benefits

- Has a marked impact on your ability to handle one to one discussions more effectively.
- Opens up new and creative ways to solve problems for yourself and your people
- Gives you practical ways of coaching

COACHING - THE ROPES

Aims

Building on the base coaching skills you will be exposed to a powerful coaching model which helps unlock the potential of those around you.

Benefits

- Raises your ability to motivate, inspire and develop others
- Gives you a framework that is very powerful in helping discover the (real) obstacles that are getting in the way of success
- Gives you experience of using the model with real life issues you are facing in the workplace

COACHING - BASE CAMP 2

Aims

Recapping on the key coaching skills and the model, this session explores coaching others around behavioural and beliefs change. This session opens up to the true transformational nature of coaching.

Benefits

- Identification of limiting beliefs and behaviours (your own and others) understanding the importance of mindset and state
- Tools for handling negative self talk.

COACHING - BASE CAMP 3

Aims

Building on all of the coaching skills acquired so far this session explores the role of feedback in coaching and introduces you to a range of different feedback models.

Benefits

- Gives you the confidence to provide effective feedback both of a developmental and motivational nature.
- A framework for difficult conversations
- An opportunity to embed and integrate all of the models and techniques learned thus far

COACHING - THE SUMMIT

Aims

This session pulls all the learning together and explores the true spirit of coaching and how to really ignite potential in others.

Benefits

- Improved team performance and the ability to obtain outstanding results through others
- Exploration of different perspectives and the impact that has on behaviours and results
- The opportunity to develop your coaching style to the next level

The 2 hour Igniter Sessions provide organisations with a cost effective, high impact alternative to traditional training programmes.

Participants get the opportunity to learn and put into practice at work on the same day.

Igniter sessions are ideal for situations where change is desired but the pace of work means time is of the essence.

Igniter Sessions

BALANCE AND SUSTAINABILITY

Aims

An exploration of how work fits in to one's overall design for life and how to notice and manage our 'inner driver' when it starts to run the show

Benefits

- Clarifies perspective on one's fulfilment (or not) in the different aspects of life.
- Identification of personal 'tipping points' from effectiveness to over-exertion.
- An exploration of personal management strategies to access peak performance and with an overview of what is truly important in their lives

CREATIVE PROBLEM SOLVING

Aims

Introduction to structures to help tackle problems in a creative way stimulating fresh thinking and options.

Benefits

- Proven creative thinking exercises that can be readily applied in the workshop and back at the office. Opening one's own and team members minds.
- Stimulating new and creative ideas whilst having fun, not just hard work

GETTING THE BEST FROM OTHERS

Aims

A model to identify how to manage different people on your team in different ways to get the best from them

Benefits

- Identifies why different people need different levels of support/freedom from their team leader.
- A clear framework for knowing how best to adapt one's approach to support the people in one's team to deliver their best.

SELF MASTERY

Aims

The best athletes have learned how to perform with a feeling of ease and achieve a state known as 'in the zone'. This is an exploration of what that state actually is and how to access it on a regular basis in business.

Benefits

- Increased competitive edge.
- Opportunity to break new business boundaries.
- Experience and practical application of techniques such as creative visualisation and future focus. Uncover and deal with some of the mental barriers that get in the way of peak performance.

VALUES BASED LEADERSHIP

Aims

An exploration of the significance of personal values and their place within leadership. Addresses the importance of values alignment and leading with courage, conviction and integrity.

Benefits

- Clarification on personal and organisational values.
- Provides a clear method to assist in decision making.
- Increased authentic power and influence resulting from alignment in values

Igniter Sessions

LEADERSHIP PRESENCE AND IMPACT

Aims

An introduction to the key elements of effective and powerful communication which is a must in today's competitive environment.

Benefits

- Feedback on impact on others
- Exposure to a range of tools and techniques to support participants in consciously creating their desired impact.
- Promotes awareness of different elements of communication and how to use these in practice.

THE ART OF FEEDBACK

Aims

An exploration of the different models and approaches for giving constructive feedback.

Benefits

- Identifies the type of feedback required in different situations and how it should be delivered.
- A clear set of methods to provide feedback to people in your team to enable them individually and collectively to deliver their best.

RESOLVING CONFLICTS

Aims

Introduction to and exploration of different conflict resolution approaches whilst self-assessing one's current conflict resolution style and its appropriateness.

Benefits

- Raises self-knowledge and emotional intelligence of participants.
- Actual practice session on conflict resolution in the session.
- Exchange of best practice between participants.

INFLUENCING WITHOUT AUTHORITY

Aims

An exploration of different personality types and how best to influence them; knowing what strokes to use for different folks to align people behind your vision or get them interested in your offering.

Benefits

- Insight into 4 key different personality types and how to recognise them in action.
- Understanding one's own influencing practices and how best to influence people of different types: hot buttons and turn offs.
- Exploration of different influencing tactics.

LEADERSHIP STYLES

Aims

An introduction to Goleman's 6 different leadership styles and an exploration of one's preferred styles versus one's desired impact on the organisation/team.

Benefits

- Awareness of importance of practising RANGE as a leader
- Understanding and practically applying the most appropriate leadership styles for the presenting leadership challenge
- Enhanced self-awareness of preferred and habitual leadership patterns and how to expand one's range

POWERFUL AND IMPACTFUL COMMUNICATION

Aims

An introduction to the key elements of effective and powerful communication which is a must in today's competitive environment.

Benefits

- Feedback on your own impact.
- You will have a range of tools and techniques to support you in achieving the impact you wish to achieve.
- Promotes awareness of different elements of communication.