

# Live Virtual Workshops



## ABOUT LANGLEY GROUP

### Making positive change

Our approach is built on the practical application of the research in emotional intelligence, positive psychology and neuroscience, helping to unlock talent, optimise performance and build positive, engaged and innovative workplaces and communities.

We specialise in leadership and people development, organisational capability building, change management, team development and alignment, culture transformation, staff engagement, psychometric assessments and accreditations, and wellbeing and resilience.

### Organisations choose to work with us to:

- grow their capability and people skills
- drive business performance,
- engage people,
- boost resources and
- achieve strategic goals

Consultants in Australia, UK, Europe, and New Zealand ensure we can provide global coverage for organisations. From the smallest of towns in rural Australia to mega-cities such as London, we can work with our clients to ensure consistency of delivery and equality of access.

The solutions we develop can range from an engaging virtual keynote or masterclass, to an organisation-wide leadership programme that involves work-based projects. We also offer a range of webinar and e-learning options to complement what we do best with people.

We live and breath our values and our purpose – that is to inspire and equip individuals, teams, and organisations to show up more frequently as the best version of themselves.



## ABOUT LANGLEY GROUP



Consulting to provide the most effective solutions



Psychometric testing in emotional intelligence and strengths



Accreditations in psychometrics and a Diploma



Expert facilitation to help you achieve your business and people outcomes



Growing the skills of your people to improve performance and wellbeing



One-on-one support to challenge thinking and enhance capability

### Our clients say:

*'The time flew, which amazed me. I thought the virtual version of the course wouldn't be as "good" or engaging as being together in person, but this was not the case. It was really interesting, I learned so much and had the opportunity to meet and find out about fascinating people from all over the country - all without leaving my house!'*

*'Sue is delightful and inspiring. I have learnt a lot from her and I am thankful for her positive energy!'*

*'Overall a very positive experience for me... I thought Jacqui and Emma did a great job delivering on Zoom. We do a lot of Zoom meetings nowadays and this experience was definitely one of the better ones.'*

*'Imparted some excellent tips which I will use in the future. Overall, very supportive, very knowledgeable and clearly passionate about the tool. Also loved the "humanness" of her Zoom calls...'*

*'Sue is a fantastic facilitator with a great sense of humour. She is passionate about what she does and her enthusiasm is contagious.'*



# LIVE VIRTUAL LEARNING

## Where and when you need it

Technology is changing the way we consume information, and more importantly it is changing the way we learn. The global pandemic means technology is now a critical enabler of learning. Virtual classrooms such as Zoom and Go To Training provide the opportunity for your people to receive more in-depth, personal and experiential learning, with flexibility, convenience and cost savings.

While Langley Group also offers a wide-range of 60 – 90 minute webinar topics, organisations also need to provide for deeper exploration of a topic, and application of that learning, in a small group format.

## Virtual Workshop Features

- well-researched scientific content
- practical activities and interactive experiences
- limited numbers allow personalisation
- flexibility of time and place
- professional and engaging facilitators
- any time zone and multiple languages catered for
- half-day to multiple day sessions
- your platform or ours

## Benefits



**Efficient**

Virtual classroom opportunities are efficient - reducing travel and time out of the office



**Cost Effective**

Virtual workshops provide cost-effective solutions. Venue, catering and travel costs no longer apply



**Flexible**

Scheduling means global businesses can service time-zones to suit



**Focus**

With limited numbers of participants workshops can be tailored to suit your particular business

# CHANGE AND AGILITY

## Developing change and agility using neuroscience

“The rate of change is not going to slow-down anytime soon. If anything, competition in most industries will probably speed up even more in the next few decades.” - John Kotter

As Kotter states, the pace of change will continue to get faster, and organisations and employees will need to become more robust and agile to keep ahead.

Neuroscience gives us an evidence-based approach upon which to build the skills needed to approach change in a positive and agile way. The key focus for this virtual workshop is the SCARF model developed by David Rock, which provides us with an understanding from a neurological perspective of our responses to change. Further to this, it improves our ability to adjust our thinking and behaviour and be more agile.

### Virtual Workshop Features

- engaging virtual training with one or two day options
- virtual change and agility sessions
- focus on understanding neuroscience and how the brain responds during change
- explores the SCARF model – status, certainty, autonomy, relatedness and fairness
- we tailor the learning to suit your needs as an organisation
- practical, experiential, learning
- change leader programme for those leading change
- learn to stay mindful, and make new neural connections by thinking, talking and doing

### Benefits



#### Capability and Skills

Equips people with the professional level knowledge, experience and expertise to understand and identify how people react to change



#### Neuroscience Models

In-depth knowledge of the SCARF model as a framework for anticipating and modifying your emotional responses to change



#### People Engagement

Identify strategies that develop the agility of your people to actively engage in change



#### Application

Apply the knowledge and skills learned to everyday situations to sharpen communications, responses and relationship building



**BUILDING POSITIVE  
ORGANISATIONS**

The Langley Group applies positive psychology, emotional intelligence and neuroscience to get the best from people.

# NEUROSCIENCE OF LEADERSHIP

## Forge a strong and authentic leadership presence

This virtual programme provides practical skills and techniques to develop a positive and effective leadership style and is designed to develop leadership capabilities that will enable leaders to succeed now, and through future change. Strengths Profile assessments and coaching sessions will support self-reflection and deeper learning.

It presents a new lens through which developing leaders can become powerful enablers of organisational thriving, excellence and renewal, particularly during times of change and restructure. Rather than focusing on identifying and solving problems that prevent people from reaching optimal performance, positive leadership inspires leaders and organisations to deviate from the norm. Positive leaders engage people by emphasising what elevates them, what they do well, and how they can be inspired to deliver extraordinary results.

## Virtual Workshop Features

- in-depth exploration of positive leadership practices, including climate, relationships, meaning and communication
- presents the neuroscience behind the why of behaviour and performance as well as the how
- learning is practical, interactive and experiential
- learn how to use positive relationship and communication tools to influence and engage
- reflective activities and tangible development strategies to apply directly in work and life
- geared to help leaders navigate, lead and engage people through innovation and change
- supports the setting of positive, meaningful goals to enhance performance
- builds on strengths, and includes completion of Expert Strengths Profile and coaching debrief

## Benefits



### Leadership

- Integrate masterful leadership practices into your management style
- Develop personal leadership style and brand
- Understand the why and also the how of brain-based leadership



### Engagement and Wellbeing

- Leverage others by building a strong network and a motivated team
- Communicate with influence to engage and bring out the best in people



### People Engagement

- Harness strengths to achieve goals, and to better manage others
- Build business acumen by linking tasks to strategy



# NEUROSCIENCE OF WELLBEING

## Building wellbeing for influence and performance

Neuroscience gives us the evidence to build the skills that we need to shape and drive our wellbeing, and influence our own happiness and the wellbeing and happiness of others. This virtual workshop provides an introduction to the latest in neuroscience research, including brain basics, managing emotions, the power of positive emotions and practical strategies to increase wellbeing at home and at work. The specific focus on the SCARF model enables participants to directly apply their learning to an issue or project in their current work.

### Virtual Workshop Features

- engaging virtual training with one or two day options
- focus on understanding neuroscience and how the brain responds during change
- explores the SCARF model – status, certainty, autonomy, relatedness and fairness
- we tailor the learning to suit your needs as an organisation
- practical, experiential, learning
- learn to stay mindful, and make new neural connections by thinking, talking and doing

### Benefits



#### Skills and Capability

Your people will learn how to apply their new knowledge and learning to ensure their teams can experience optimal levels of performance and wellbeing



#### Engaging Virtual Learning

Practical activities mean that knowledge can be applied straight away to specific situations. Attendees can bring issues or challenges they would like to explore to the virtual workshop



#### Personal Development

People will be able to better understand, interpret and manage their own responses to situations using the framework of the SCARF model



## In-house accreditation

Learn how to assess emotional intelligence with the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT), the only abilities-based test measuring pure emotional intelligence.

The MSCEIT Report provides a complete picture of a person's real emotional intelligence abilities and includes reflective activities and tangible personal development strategies.

This virtual programme is particularly for those who want to be able to use and debrief the test to support the development of others.

## Virtual Workshop Features

- high-quality, virtual training, with pre-reading and post assessment activities
- the learning can adapt to suit your organisational needs
- abilities assessment measuring pure emotional intelligence
- a thorough understanding of emotional intelligence
- works easily beside other assessment tools and competency frameworks
- practical, experiential, learning
- built from a decade of theoretical and empirical research
- practical activities to bring the science of emotions to life
- practice debriefs to encourage confidence
- can integrate into coaching, training and leadership development programmes
- the MSCEIT tool is similar to an IQ test for emotional reasoning

## Benefits



**Qualification**

Equips people with the professional level knowledge, experience and expertise to understand, interpret and debrief the MSCEIT



**Cost Effective**

An in-house, virtual accreditation is a cost effective approach, bringing greater ROI and skilling more people than attending a public accreditation – at a time and date that suits your schedule



**Competitive Advantage**

Your people will benefit from a greater understanding of EI, and how it can improve culture, relationships, and performance

# CUSTOMER SERVICE EXCELLENCE

## A fresh approach to building customer loyalty

Many employees on the front line know the 'how' of customer service yet rarely the 'why'. The deeper learning this virtual programme brings enables employees to understand why people – including themselves – behave as they do, and what they can do to handle behaviours from an emotion and brain perspective. The virtual programme enables participants to deliver a positive customer experience and be resilient enough to recover from emotional labour.

Each element is based on science and delivered in a fun, interactive and energising way so people are inspired to put their learning into practice immediately. Learning is practical, engaging and underpinned by the latest science, challenging participants to think differently and inspiring them to explore new ways to lead themselves and others to success. It focuses on adopting a growth mindset and applying strategies to cultivate proactivity, reduce emotional labour, anticipate customer needs and increase both customer and employee engagement.

### Virtual Workshop Features

- a two or four-day virtual workshop
- science and research informs the practical and engaging learning
- approaches the why of customer service from the perspective of neuroscience and the brain
- focus is on positive communication with customers and team members
- explores emotional contagion, and how positive and negative moods spread to customers and team members
- how to approach challenging customers
- building resilience – understanding and managing self and others - to overcome emotional labour

### Benefits



#### Positive Climate

Improves the performance, accountability and productivity of team members, leading to a more positive service culture. A positive service culture helps attract and retain the right people for the job



#### Capability

Team members improve their customer service skills, which in turn improves individual and team performance. Increases team member's ability to collaborate, support and achieve successful outcomes



#### Engagement and Wellbeing

Builds capacity to positively engage customers and team members  
Employees will be more resilient, and go the extra mile to resolve customer issues



# FOUNDATIONS OF EMOTIONAL INTELLIGENCE

## Introducing EI to improve performance and wellbeing

The foundational skill of Emotional Intelligence underpins our capacity to work well with others, manage stress and make effective decisions.

**“Decades of research now point to emotional intelligence as the critical factor that sets star performers apart from the rest of the pack.”<sup>1</sup>**

Leveraging positive emotions, and understanding how our emotions integrate with our thinking, is a great start for anyone who has to work with and influence others. This four-part live virtual programme gives people the science, the research and the practice, as well as the opportunity to reflect, to learn, to think differently and to further develop their wellbeing.

### Virtual Workshop Features

- delivered in four, two-hour virtual workshops, each introducing one of the four elements of emotional intelligence – perceiving, using, understanding and managing
- science and research informs the learning that is practical, interactive and experiential
- reflective activities and tangible development strategies to apply directly in work and life
- focus on managing emotions and self regulation
- introduces basic neuroscience concepts relating to emotional processing in the brain

### Benefits



**Wellbeing**

Individuals will improve their personal resilience using emotional data  
Build awareness of emotional triggers and how they impact wellbeing



**Capability**

Team members will improve their emotional skills, which includes self-awareness, motivation and empathy.

Improve ability to collaborate, support and influence

Developing skills for the future of work



**Engagement and Wellbeing**

Participants will know how to use emotions intelligently to achieve higher levels of wellbeing

Apply their knowledge about the link between behaviour and emotions and managing their own and other’s behaviour

# LEADING WITH EMOTIONAL INTELLIGENCE

## Improve leadership performance and business outcomes

Gain a competitive advantage for your business by building the emotional intelligence (EI) ability of your current and emerging leaders. Considered one of the top skills for leaders of the future, EI differentiates the most successful leaders and the highest performers.

**“Decades of research now point to emotional intelligence as the critical factor that sets star performers apart from the rest of the pack.”<sup>1</sup>**

Leveraging positive emotions, and understanding how our emotions integrate with our cognition, is essential for leaders. This two-day virtual programme gives people the science, the research and the practice, as well as the opportunity to reflect, to learn, to think differently and to further develop their own leadership style and see how they can apply it in their work.

## Virtual Workshop Features

- in-depth exploration of perceiving, using, understanding and managing emotions in relation to self and leadership of others
- explores the science behind emotional intelligence and the brain
- learning is practical, interactive and experiential
- includes completing the MSCEIT – an abilities-based, emotional intelligence test, taking a direct, objective measure of EI
- learn how to use positive relationship and communication tools to work with emotions more effectively
- a two-day virtual programme with pre-course assessment and post-course follow up
- reflective activities and tangible development strategies to apply directly in work and life
- integrate emotional intelligence knowledge and strategies into teamwork and leadership contexts

## Benefits



### Leadership

Build leaders who are self-aware, self-motivated and empathetic bringing a transformational leadership style to your organisation. Developing the skills required for the future of work



### Engagement and Wellbeing

Leaders will know how to use emotions intelligently to empower others to be proactive and to respond effectively. Applying their new knowledge about the link between behaviour and emotions, leaders will be able to bring out the best in their teams



### Better Business Performance

Leaders will be able to successfully engage people to navigate the complex, and fast-changing business environments and be more adaptive in their approach

# STRATEGIES FOR OPTIMAL PERFORMANCE

## Explore the science of human flourishing

This one-day virtual programme builds engagement and resilience, improves work-life balance and helps to create a positive organisational culture. It includes some of the most practical and research-based ways to build resilience, wellbeing and effectiveness at work.

Working well with others, managing pressure and making effective decisions are critical aspects of the modern workplace. Given this, the core focus of the Optimal Performance programme is emotional intelligence – where learning how to improve resilience and to use emotions intelligently empowers people to respond effectively, rather than reactively.

## Virtual Workshop Features

- emotional intelligence, positive psychology and brain science research underpins the carefully chosen and structured content
- learning is practical, interactive and fun, so participants apply their new insights and strategies straight away in their work and life
- the approach focusses on providing variety and choice, so people can select and practice the strategies that suit them best
- introduces participants to a range of wellbeing strategies so they can achieve more positive outcomes at home and at work
- builds an understanding of human connection to help participants increase empathy, establish rapport, build relationships and motivate others
- focus on the concepts of social neuroscience and how-to re-wire unconscious bias and stereotypes and build a more inclusive culture

## Benefits



### Positive Climate

Building on the components of relationships, meaning, climate and communication lead teams to better connect with values, to engage more with colleagues and achieve goals



### Capability

Leaders will be able to implement practical strategies and tools to increase performance, wellbeing and vitality in themselves and their teams



### Engagement and Wellbeing

Your people will be better connected to values, will find meaning and they will make a positive difference in their role to increase their engagement and fulfilment



# WOMEN IN LEADERSHIP

## Forge a strong and authentic leadership presence

Women with the talent, smarts and persistence to lead need support and encouragement to fulfil their potential and add value back to their companies. By building on natural capabilities and confidence, women can effectively take on more senior leadership roles, manage leadership challenges and maximise opportunities in today's business environment.

This three-day programme is now delivered in live virtual sessions with support material, discussions and activities. It takes a positive and practical approach to empower women to harness their leadership strengths and build a foundation for influence, resilience and success. The programme is grounded in the science of positive psychology and emotional intelligence and translated into tools to be integrated into your own style of leadership and personal brand.

## Virtual Workshop Features

- in-depth exploration of positive leadership practices, including climate, relationships, meaning and communication
- explores the science behind positive psychology and optimal performance
- learning is practical, interactive and experiential
- learn how to use positive relationship and communication tools to influence and engage
- reflective activities and tangible development strategies to apply directly in work and life
- geared to help leaders navigate, lead and engage people through innovation and change
- supports transition from employee to leader
- builds on strengths, and includes completion of Expert Strengths Profile and coaching debrief

## Benefits



### Leadership

Integrate masterful leadership practices into your management style  
Develop personal leadership style and brand



### Engagement and Wellbeing

Leverage others by building a strong network and a motivated team  
Communicate with influence to engage and bring out the best in people



### Better Business Performance

Harness strengths to achieve goals, and to better manage others  
Build business acumen by linking tasks to strategy

# POSITIVE LEADERSHIP

## Build leaders who deliver extraordinary results

A positive and practical approach to empower leaders to harness their strengths and build a foundation for influence, resilience and success. The virtual programme is grounded in the science of positive psychology and emotional intelligence and translated into tools you can integrate into your own style of leadership.

Rather than focusing on identifying and solving problems that prevent people from reaching optimal performance, positive leadership inspires leaders and organisations to deviate from the norm. Positive leaders engage people by emphasising what elevates them, what they do well, and how they can inspire them to deliver extraordinary results. This aligns to the new style of leadership for the future – transforming the way you work with your teams, being authentic and adapting to and communicating change.

### Virtual Workshop Features

- a three-session virtual live series aimed at deepening organisational capacity
- develop leadership mindset and capability that will cultivate thriving and resilience
- explore positive psychology and neuroscience principles
- learn to minimise negative impact and maximise engagement and reward
- option to include strengths and wellbeing psychometric assessments
- develop strategies to manage self positively during challenging situations
- help leaders navigate, lead and engage people through innovation and change
- lead others to maximise positive outcomes and success
- best practice leadership development, informed by Kim Cameron’s Positive Leadership framework of emotional climate, communication, relationships and meaning

### Benefits



**Skills and Capability**

Understand how emotions influence thinking, behaviour, decision making and performance. Understand the body and brain theory of emotions



**Engaging Virtual Learning**

Skilled and engaging facilitators ensure participants are engaged, challenged, are able to participate and directly apply learning



**Personal Development**

Participants will develop greater self-awareness and personal resilience, and skills in learned optimism to achieve the best outcomes



**Increase Wellbeing**

Employees will increase their wellbeing using key tools and theories from positive psychology. Embed new wellbeing habits to build personal and professional performance

# POSITIVE LEADERSHIP

Build leaders who deliver extraordinary results.



## Pre-Workshop Preparation

- articles, videos
- Work on Wellbeing Assessment (WoW)
- Strengths Profile Assessment and coaching debrief



## Workshop Day One

- positive culture and climate
- increase positive emotions, boost resilience
- positive leadership principles
- broaden and build – the psychology of positive energy
- positive energy network
- building on strengths for leaders
- understanding how the brain works
- the impact of emotions on behaviour, performance, decision-making and relationships
- influencing as a leader



## Workshop Day Two

- mission and values - helping establish a positive culture during change
- research and business case for using and developing strengths
- working as a strengths-based team – harnessing individual and collective ability
- Active Constructive Responding (ACR), engaging and inspiring people as leaders
- active listening and celebrating success



## Post Workshop

- follow up articles and videos
- peer coaching groups



## FLOURISH

### Explore the science of human flourishing

This one-day virtual programme builds engagement and resilience, improves work-life balance and helps to create a positive organisational culture. It includes some of the most practical and research-based ways to build resilience, wellbeing and effectiveness at work.

Working well with others, managing pressure and making effective decisions are critical aspects of the modern workplace. Given this, a core focus of the Flourish programme is emotional intelligence – where learning how to improve resilience and to use emotions intelligently empowers people to respond effectively, rather than reactively.

### Virtual Workshop Features

- emotional intelligence, positive psychology and brain science research underpins the carefully chosen and structured content
- learning is practical, interactive and fun, so participants apply their new insights and strategies straight away in their work and life
- the approach focusses on providing variety and choice, so people can select and practice the strategies that suit them best
- introduces participants to a range of wellbeing strategies so they can achieve more positive outcomes at home and at work
- builds an understanding of human connection to help participants increase empathy, establish rapport, build relationships and motivate others
- focus on the concepts of social neuroscience and how to re-wire unconscious bias and stereotypes and build a more inclusive culture

### Benefits



#### Skills and Capability

Understand how emotions influence thinking, behaviour, decision making and performance. Understand the body and brain theory of emotions



#### Engaging Virtual Learning

Skilled and engaging facilitators ensure participants are engaged, challenged, are able to participate and directly apply learning



#### Personal Development

Participants will develop greater self-awareness and personal resilience, and skills in learned optimism to achieve the best outcomes



#### Increase Wellbeing

Employees will increase their wellbeing using key tools and theories from positive psychology. Embed new wellbeing habits to build personal and professional performance

## STRENGTHS PROFILE

### In-house accreditation

Everyone has strengths and the potential to develop them to be the best they can be.

Research shows that knowing and growing our strengths helps us feel energised and engaged.

We can support you in implementing the strengths-based approach in your organisation by working virtually with you to accredit selected team members who will then be able to share their valuable learning with your people, as well as understand, interpret and debrief the Strengths Expert Profile.

### Virtual Workshop Features

- high-quality, virtual training
- we tailor the learning to suit your organisation
- advanced strengths assessment and developmental tool
- a thorough understanding of strengths theory, coaching and development
- practical, experiential, learning
- built from a decade of theoretical and empirical research
- unique focus on energy, performance and use of strengths
- cost effective and includes team strengths and manager reports

### Benefits



#### Qualification

Equips people with the professional level knowledge, experience and expertise to understand, interpret and debrief the Strengths Profile



#### Cost Effective

An in-house, virtual accreditation is a cost effective approach, bringing greater ROI and skilling more people than attending a public accreditation – at a time and date that suits your schedule



#### A Culture of Strengths

Your organisation will benefit from positive, authentic, strengths-based conversations to improve practice and performance



#### Skills and Capability

Your people will learn a strengths-based approach to re-energise, motivate, collaborate and elevate performance

# LEADER AS COACH

## Coaching to improve leadership and performance

Leaders need to be able to coach and have effective conversations with team members, peers and managers. Coaching is a critical practice and a coaching style of leadership is extremely effective over time.

Positive coaching focuses on solutions and is built on using a strengths approach during conversations. Neuroscience tells us that this allows the brain to be drawn towards an outcome, rather than just being 'told'. Skilled questioning allows the brain to work more effectively and draw out ideas and conclusions. Neuroscience elements underpin the virtual workshop, ensuring we are coaching with the brain in mind.

## Virtual Workshop Features

- learning is practical, interactive and fun, participants apply their new insights and strategies straight away in their work and life
- content is underpinned by positive psychology and neuroscience, drawing on research on positive coaching, positive leadership and brain science
- includes developing a deeper understanding of strengths, and using a strengths approach
- clarifies what coaching 'is' and 'isn't'
- includes coaching practice and direct coaching experience at each stage using the GROW model
- participants learn about positive goal setting, and the effectiveness of different types of goals in the coaching setting

## Benefits



### Skills and Capability

Leaders will be expert coaches through the development of core coaching skills. A coaching approach will be an integral part of a leader's management style. Team members are more likely to reach their career and business goals with coaching assistance from their leader



### Engaging Virtual Learning

Skilled and engaging facilitators ensure participants are engaged, challenged, are able to actively participate and directly apply learning



### Personal Development

Leaders will be more self-aware and will modify their behaviour to improve and apply their coaching and leadership abilities



### Team Development

Leaders will offer constructive and timely feedback to team members and facilitate solutions to help others develop. They will know when to use coaching to further develop their teams

## THE STRENGTHS PROGRAMME

### Creating high-performing organisations

Strengths matter - and organisations who understand this can - and do - reap a host of benefits.

- Research shows that when employees use their strengths at work they will experience higher levels of subjective well-being and psychological well-being, as well as reduction in stress.
- In strengths-based organisations, leaders strive to realise people's strengths in everything that they do. In practical terms, this ranges from recruiting people for a match between their strengths and the role, developing strengths, and ensuring they are able to make a contribution through these strengths.
- Strengths-based organisations focus explicitly on how they can use people's strengths more, bringing a host of benefits, both to individuals and to the organisation. They are a great way of creating value for the organisation and for lifting performance.
- During times of rapid social, political and technological change, creating the circumstances for people to use their strengths more often will kick start business transformation, and bring authentic and meaningful employee participation and engagement in the organisation's journey.





# THE STRENGTHS PROGRAMME

## Creating high-performing organisations

### Top Ten Business Benefits

#### Talent

Locating and understanding where pockets of unused talent are within the organisation. Developing ways in which teams can work together to make better use of resources.

#### Retention

Attract and retain more of the people you need for the right jobs. Become known as an employer who gives people the opportunities to bring their best selves and carve out a place where they can actively contribute.

#### Performance

Positive strength-based conversations will assist in improving the performance of individual team members

#### Engagement

Employee engagement will increase, and employee surveys will reflect this. Employees will feel their values are taken into consideration and align with their work

#### Flexibility

Individuals, teams and leaders will feel able to work outside of their own patch if the need arises, contributing and supporting other areas of the organisation.

#### Teamwork

Team members will support each other – matching strengths and drawing on others' strengths to achieve goals.

#### Diversity

Diversity and positive inclusion will increase as a broad strengths base becomes a valuable business resource

#### Change

Employees will be more open to change, and the ability to deal with change

#### Challenge

When challenges arise, the organisation – and individuals – will be able to deal more positively with redundancy

#### Authenticity

Create conditions for employees to be their authentic selves – finding meaning, satisfaction and integrity in what they do

# THE STRENGTHS PROGRAMME

## Creating high-performing organisations

The following virtual workshops represent components of strengths learning and we can deliver these in a variety of combinations – your consultant will recommend the best approach to achieve your business goals.

### Introduction to Strengths

This virtual workshop will introduce participants to the concept of strengths, and the link between strengths, positive psychology, engagement and the role that strengths can play in improving performance.

### Benefits

- Self-awareness - Participants will learn about what strengths are, the benefits of using strengths in the workplace, and will start building an understanding of their own strengths and how they can apply these.
- Engagement and wellbeing - Team members who work to their strengths, will be more engaged, able to support their team members, and prepared to think outside the square.
- Skills and capability - Strengths will enable team members to work at their best and spend more time in an energised space.

### Team Strengths (Full Day)

This virtual workshop focuses on enabling individuals to better understand their own strengths and the strengths of others in order to establish more effective collaboration. Using the Strengths Profile Team Profile Report, which encompasses valuable data from individual profiles into one report, this workshop reveals strengths that exist across a team and how to leverage those strengths for outcomes and deliverables.

### Benefits

- Productivity and Goal Achievement - The team will better understand the impact of their strengths and weaknesses individually and as a team. They will be able to set and attain realistic goals aligned to strengths. Team members will become increasingly productive, more creative, better able to solve problems, and to meet KPIs and project milestones.
- Engagement and wellbeing - Team members will have greater clarity around their roles, and know how they can support others in the team to more effectively use their strengths. Relationships within the team will improve, and they will experience increased engagement and wellbeing



# THE STRENGTHS PROGRAMME

## Creating high-performing organisations

### Strengths-Based Performance Conversations

Employee satisfaction, engagement and wellbeing are all factors that drive business outcomes and performance. When the focus of performance development is on building strengths instead of fixing weaknesses, this positively influences the performance conversations that take place between managers and their staff.

#### Benefits

- Building culture - Positive, strengths-based performance conversations actively build a positive culture. Employees show up as the best version of themselves and lift their performance.
- Engagement and wellbeing - Each employee will know there is a place to positively present their strengths, skills, accomplishments and aspirations.
- Skills and capability - Shift from a remedial, retrospective discussion to a future focused, strengths-based discussion. Feedback is developmental rather than critical. Strengths are used to complement and compensate for development areas.

### Strengths and Strategy

This virtual workshop is a beneficial add-on to the team strengths workshop. Teams will identify key projects, map the milestones/goals associated with that project, identify the strengths needed to deliver these, and then map the team strengths against these requirements. Team discussions brings insights and next steps to better utilise the team strengths to achieve goals.

#### Benefits

- Building culture - Positive, strengths-based cultures encourage team members to be flexible, support each other, share knowledge and lift performance.
- Engagement and wellbeing - Each employee will know their strengths can be used more widely and more frequently to achieve milestones and goals and to enable them to spend more time in an energised and engaged space at work.
- Skills and capability - Team members will develop a deeper understanding of their individual strengths and the strengths of the team.



# EVERYDAY HEROES



## A next generation approach to personal and workplace wellness

The robust research in the academic field of Psychological Capital forms the basis for this unique and impactful programme. When certain key elements combine in an individual, they will have significant impacts on wellbeing, mental health and resilience, and on the ability to handle change and life. This is Positive Psychological Capital - characteristics of high self-efficacy, optimism, hope and resilience.

In the Everyday HEROES virtual programme, we bring these key ingredients together with the core components of emotional intelligence and strengths for wellbeing and success. **A heroic combination!**



Note: There is also a significant **negative** relationship between Negative Psychological Capital and **undesirable attitudes** of cynicism, turnover intentions, job stress, anxiety and burnout.

## Programme Principles



**Research-Based**

Based on the recent and extensive theory and peer-reviewed research in the field



**Promotes Change**

The programme looks at state-like, rather than trait-like components of an individual, i.e. they can change, and be developed – it is not just “the hand I was dealt”



**Positive Impact**

There is a positive impact on the attitudes, behaviours and performance employers expect from their people



**Holistic**

Psychological Capital as a holistic approach predicts change more effectively than each individual component

# EVERYDAY HEROES

## Frameworks and benefits

- A future orientation to manage change
- Self belief and the autonomy to take action
- Strategies to build resilience for the business of everyday
- Finding the path to action in challenging times
- Perceiving and managing emotions in self and others
- Leveraging strengths for optimal performance

**HOPE**

**EFFICACY**

**RESILIENCE**

**OPTIMISM**

**EMOTIONAL INTELLIGENCE**

**STRENGTHS**



**Positive Attitudes and Behaviours**

Your team members will develop a positive psychological state, optimistic about success now and in the future



**Confidence and the Desire to Succeed**

They will have a confidence as well as the efficacy to take on, and put in the necessary effort, to succeed at challenging tasks



**A Culture of Persistence and Hope**

People will have hope and persevere towards goals in order to succeed. When beset by problems and adversity, your team members will be



**Capability and Skills**

Your people will use their emotions intelligently to achieve personal wellbeing and engagement. Strengths development will occur in self



To find out more:

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