



'All Change' in 2012

Support for Organisations in this Turbulent and Extraordinary Time!

Leading and Supporting People Through Change

The public sector has been going through a period in which the rate of change has increased significantly. Budget cuts and reducing staff numbers mean that the pace and impact on individuals and teams will be even more significant. This course will help managers who need to develop their existing knowledge and skills in order to implement the changes whilst maintaining continuity of service, and enabling and empowering individuals within their team/service.

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Building internal capacity to support Sustainable Organisational Change

Increasingly authorities are recognising the value of having people inside the organisation who are able to advise and support service managers and teams in these turbulent times. We have designed a successful three day course to help develop such people to act in an internal consultancy role. The course is for anyone who does 'consulting', even if you're not called a consultant! You are consulting anytime you are trying to change or improve a situation but have no direct control over the implementation. The course covers the use of a framework or cycle for consultancy, provides hands on opportunities for trying new tools and techniques and most importantly, explores the crucial nature of 'authenticity' and ways to manage yourself that maximises your potential usefulness to others in a consultancy role. In addition the course includes sessions on resistance and how to overcome it, emotional intelligence and its importance in rapport building and the need to understand organisational culture for successful change interventions. [Express Your Interest...](#)

Developing Personal Resilience

Developing resilience is the most important resource for coping well during challenging times. Resilience is the ability to recover quickly from setbacks and adversity. Resilient people stay committed and increase their efforts when the going gets tough and this course will give attendees the skills that will increase their confidence in their ability to bounce back from the many pressures and adversities they encounter in today's workplace. The course will focus on the mental and emotional rather than physical aspects of resilience and will be structured around practical, interactive sessions where people work on their own 'resilience challenges'. [Express Your Interest...](#)

Using Action Learning To Develop Enhanced Transition Leadership for Experienced Facilitators

Action Learning is a useful tool to support individuals and groups with problem solving particularly in a complex environment. It can be used to support the exploration and understanding of leadership issues within and across partnerships, and it has much wider application within organisational development and learning. The aim of this workshop is to introduce the principles and practice of Action Learning Facilitation to individuals who are already skilled in working with groups and who wish to use action learning in their practice. [Express Your Interest...](#)

Immunity to Change

Your personal mission to change the one thing about you that's bugging you!

Many of us want to change something about ourselves but, as the years roll by and the habits die hard; we all too often come to accept 'that's just the way I am'. The desire to change is either outweighed by the effort involved or previous failures have killed the belief that change is even possible. This course provides the background to why this 'immunity to change' is so common and guides you through a simple process that may well help you to overcome it! [Express Your Interest...](#)

Developing Greater Innovation and Creativity at Work

The environment is constantly changing and what used to work often no longer does. Without change and growth we come under ever increasing threats so it's imperative that organisations motivate their key players to be more innovative, to find new ways of doing business, to find better ways of solving problems, and to stop problems before they even occur. This course is designed to show people how to 'Think Outside the Box' and be more innovative and creative in the way they approach situations. This course is very interactive and thought provoking, involving group exercises to reinforce the techniques learnt. [Express Your Interest...](#)

Exploring and Developing Collaborative Leadership – 7 deadly sins

It is becoming increasingly important for leaders and managers across the public sector to work effectively with other partners and stakeholders. It is necessary to develop a broader perspective of leadership beyond individual organisational boundaries in order to develop the skills and qualities of a collaborative leader within the context of the public services reform agenda. This interactive workshop will enable managers to explore why collaboration is crucial, identify and develop the skills and qualities of a collaborative leader and learn about the 7 deadly sins to be avoided! [Express Your Interest...](#)

Managing Performance Effectively In Times of Upheaval

This workshop looks at performance management by linking goal setting and coaching for performance in a continuous process. Its purpose is to develop people and improve performance through a clear understanding of goals and regular coaching as well as to provide honest and accurate formal evaluations to support performance practices. It also addresses the mutual responsibility of both managers and staff in making it work. The course will cover a variety of methods of learning including case studies, discussion, learning from experience, direct input. [Express Your Interest...](#)

Enterprising Leadership

The world of local government and public services in general has undergone a seismic shock in the last year. Not only have we seen cuts that are unprecedented in our working lives, we are facing the end to some other familiar certainties. This workshop style course takes stock of where we are, analyses what the future trends might be, and gives you the opportunity to develop your response and sharpen your game. [Express Your Interest...](#)

Building Happy Workplaces

People who are happy at work tend to enjoy life more and have better health, stronger relationships and a greater sense of purpose. They also have a huge positive impact on the organisations they work for - evidence shows that happier staff are more productive, creative and committed. Each of us can influence the levels of happiness in our workplace through our own behaviour and attitude and leaders and managers particularly can have a significant impact on the overall culture of an organisation. This workshop based on 'Action For Happiness - Ten Keys To Happier Living' explores and shares tools and techniques that can be adopted which can have a positive impact on wellbeing. Each of us can influence the levels of happiness in our workplace through our own behaviour and attitude. But leaders and managers of course have the greatest impact on the overall culture of an organisation. At 'Action for Happiness' we want to help our members [take action](#) and begin a process of positive change in their organisations. The starting point is to get happiness onto the agenda.

[Express Your Interest...](#)



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