Learning Workshops

Eliesha's engaging **learning workshops** can be structured and delivered to provide efficient abstraction from day-to-day roles and maximum flexibility around busy schedules: days can contain one or more **'Bitesize'** (90 min) or **'Masterclass'** (3 hr) workshops, or a single **Full Day** session.

Our **design** and **delivery** approach follows the principles of **accelerated learning**. This means that knowledge transfer is supported by learners' opportunity to contextualise theory in relation to their own challenges. This enables immediate planning of how they will apply that learning back in the workplace. The provision of practical **methods**, **tools** and **techniques** is such that learners can select relevant ones most applicable to their workplace tasks and teams.

We utilise the 'flip learning' paradigm '**Prepare, Practice, Apply, Evaluate**' to drive knowledge acquisition through pre-learning. This releases valuable time within the workshop itself for practice and learning application, with rich content provided as post-workshop support, to embed learning.

Contextualisation

Our optional contextualisation service helps to make the learning highly relevant to an organisation, its challenges and work environment. This improves engagement and supports the transfer of learning. Adjustments to the learning material are guided by the thread of **corporate values**, **required competencies** and **culture** and we can undertake planning discussions regarding the incorporation of any specific **methods**, **tools**, **techniques**, **management language** or **required behaviours**.
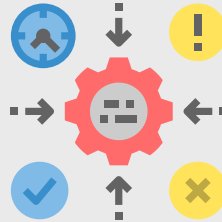
Scope

We deliver circa 60,000 delegate interventions per year. Along with our 20+ years of experience, this has enabled us to build a firm foundation of proven, high quality programme and workshop content which is available to **share**, **explore** and **build upon** with customers.

As a result, our **learning partner customers** enjoy the benefits of shortened design and contextualisation timeframes, as well as the potential to reduce costs.

Face-to-Face

'Classroom' delivery has proven and strong foundations for **driving development** and **making change**. Trainers are able to implement strategies to keep learners involved and engaged, maintain attention, support retention and encourage results. The benefits of networking, learner-learner and learner-trainer dynamics can be harnessed and leveraged for improved learning outcomes.

Virtual

Good, expert-led virtual learning shares the foundations of good face-to-face learning, but is not a total replication of it. It is a purposeful re-design of the learning experience that recognises the advantages and challenges of the virtual environment. As with classroom delivery, we create opportunities for **theorists** to expand their learning; for **reflectors** to consider ideas; for **activists** to get involved and for **pragmatists** to understand how the learning applies to them.

Levels of Leadership

Eliesha designs and delivers learning expertly tailored to the required tier of management and leadership.

Senior Leaders

Time for senior leaders is naturally valuable and protected: a short, sharply focused and flexible approach reflects this.

Learning at this level suits a tailored approach, with interventions closely aligned to leadership requirements. Our experience informs our understanding that a highly facilitative style of delivery is the most effective. The role of the trainer is not to teach but to aid and provoke thought, reflection, and planning.

Middle Managers

At this level, managers have usually progressed from an operational start and there can be temptations to be drawn back into these areas. This multi-skilling can be desirable in SMEs, but it is vital that this does not widen the gap between strategic leadership and those with an operational focus.

Learning for this leadership group must bridge that gap - supporting individuals to translate strateigc objectives into performance, culture and change.

First Line Managers & Team Leaders

The first steps into management can be at first **daunting**, then **exhilarating**, **challenging** and **inspiring**. Individuals need support to gain confidence, technical people management skills and a management mindset that is both their own and operationally effective.

List of Course Topics

This list grows and develops continuously. Topics can be delivered and grouped to suit desired performance outcomes and your learners' operational requirements. It is not exhaustive, but represents our most popular management, leadership and soft skills topics.

Workshops include pre-work tasks, delegate workbooks and post-workshop resources as standard.

- 1:1s and Coaching for Remote Workers
- 7 Habits of Highly Effective People
- Action Learning Sets
- Adaptive Leadership
- Are you Remote Ready?
- Being Part of the Team
- Brilliance at Resilience (Management or non-Management Focus)
- Business Improvements Through Innovation
- Coaching & Feedback
- Coaching as a Leadership Style
- Coaching Conversations
- Communicating, Influencing & Working with Stakeholders
- Communicating with Impact
- Continuous Improvement
- Creating a Productive Day
- Creating an Engaging Culture
- Creative Problem Solving
- Critical Thinking & Decision Making
- Customer Excellence
- Dealing with Challenging Customer Conversations
- Effective Communication when WFH
- Introduction to Emotional Intelligence
- Equality, Diversity & Inclusion
- Flexible Ways of Working
- Getting the Most Out of Remote Meetings
- Giving Briefings and Presentations
- Hybrid Working (for Staff or Managers)
- Identifying Your Signature Strengths

- Individual Change Journey
- Influencing Outcomes
- Introduction to Coaching & Mentoring
- Introduction to Managing Projects
- Leading in VUCA Times
- Leading Meetings
- Leading Strategic Change
- Leading Through Change
- Making Good Decisions
- Making the Most of Emails
- Managing Remote & Dispersed Teams
- Mental Health Awareness
- Mentoring
- Mindfulness (Pt. 1, Pt. 2 & Pt.3)
- Motivating Self & Setting Goals
- New Ways of Working
- Organising & Delegating
- Performance Management
- Personal Effectiveness
- Personal Impact & Reputation
- Personal Productivity
- Presentation Skills
- Problem Solving & Decision Making
- Remote Team Building
- Self-Awareness
- Strategic Thinking
- Stress Management
- Strengths Based Coaching
- Sustaining Performance of Remote Teams
- Team Coaching
- The Fine Art of Feedback
- The Leader as Coach
- The Leader in You
- The Trusted Leader
- Time Management
- Unconscious Bias
- Understanding & Leading Teams
- Understanding Impostor Syndrome
- Values Centred Coaching

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