



MANAGING PEOPLE PROGRAMME

REALISE YOUR
POTENTIAL



ABOUT THE PROGRAMME

JOIN US ON OUR "MANAGING PEOPLE" PROGRAMME DESIGNED TO HELP YOU DEVELOP YOUR PEOPLE MANAGEMENT SKILLS AND REALISE YOUR POTENTIAL.

You'll get the chance to learn new techniques helping you manage and develop your people to become a high performing team.

You'll also benefit from learning more about yourself via an **Insights Discovery** personality profile, including a private session with one of our qualified practitioners.



HOW DOES IT WORK?

Our workshops are designed to be a journey of self-discovery and learning, equipping you with a number of critical skills to be a great manager of people.

The programme is a series of workshops, 7 in total, with 2 online and the rest face to face.

You'll have the opportunity to discuss challenges and opportunities with other managers in a safe environment.

Before you start the programme, our qualified **Insights Discovery** practitioner will take you through your own profile and welcome you to the programme.



Session 1: Welcome to the programme and learn more about yourself

This is a one to one online session with one of our Insights Discovery practitioners to say hello, introduce ourselves and a dedicated session to understand your personality profile in more detail.

We'll also let you know the logistics and other arrangements for the rest of the programme.

Session 2: What it takes to be a manager

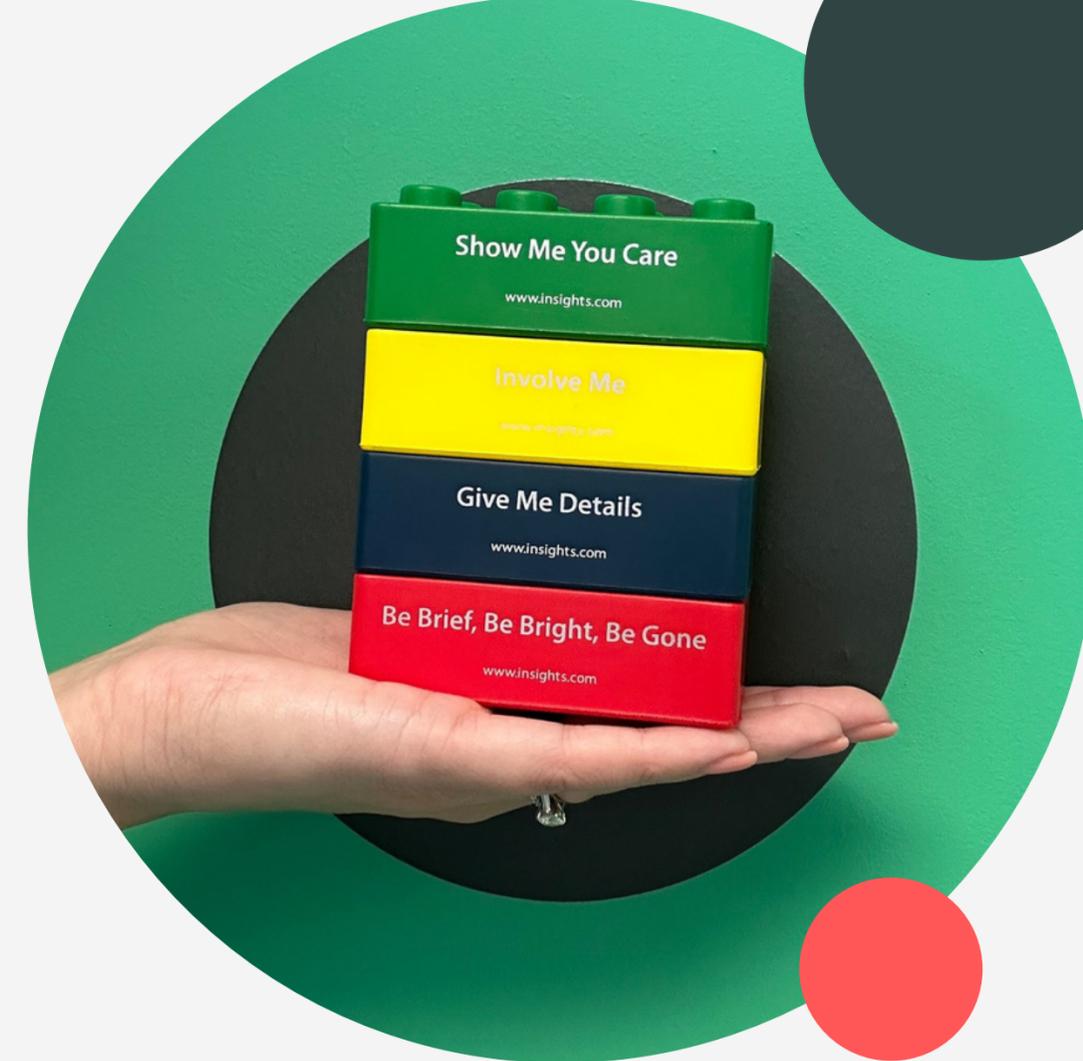
Going from team member to manager of people is tough. Let's discover together and in-person the greatness and benefits of being a manager, what it takes and what skills are essential.

You'll also get a chance to learn about other personality profiles through a team Insights Discovery session with other delegates on the programme.

Session 3: Understanding and building a diverse team

This is a group online session with our Equity, Diversity and Inclusion (EDI) specialist.

You'll learn the meaning of ED&I, what makes people truly unique, including the nine protected characteristics, how to bust bias and why building a diverse team is so important.



Session 4: Empowering people and communicating to drive high engagement levels

This is an in-person session where you'll learn about employee voice and engagement, why it's important and how to create a working environment in which people are empowered, productive and happy.

You'll also leave with skills to listen, communicate and influence better, as well as being able to manage conflict and emotions within a team.

Session 5: Having great conversations to drive high performance

This is an in-person session to discover why vision and values are important, how they can drive high performance in a team, as well as the importance of goal setting, giving and receiving feedback and coaching.

You will be able to differentiate coaching from mentoring and training needs, learn how to coach and what it takes to develop great personal development plans for your team, as well as having great one to ones.



Session 6: Understanding what it takes to be a resilient and healthy manager

This is an online group session with our Wellbeing Specialist to learn about personal resilience, how to improve it, stress and what it takes to stay healthy, both mentally and physically in your demanding management role.

You will also learn vital time management and delegation skills.

Session 7: Driving innovation and embracing change

Join us for our last in-person session.

This is an opportunity to learn how to manage business change, encourage creativity and innovation as well as the importance of collaboration within a team.

We'll also have an inspirational guest to share their story with you and hopefully inspire you to take what you have learnt and **Realise** your potential.



WHO IS THIS PROGRAMME FOR?

This programme is for anyone who is, or is developing to become a manager and responsible for people.

You may have been in your management role for an amount of time and never had the opportunity to learn these skills, or you may just have been promoted into your first managerial role.

You might also be aspiring to become a manager in the near future.

"We're proud to support the development of managers. I've been a huge champion of manager training throughout my career and I'm delighted we can offer such a fantastic programme that makes a real difference."

Claire Mclean, CEO



ADDITIONAL INFORMATION

The online sessions will be via Microsoft Teams and the in-person sessions will be held at our Realise Learning Hub at the Mod Village, Kingmoor Park, Carlisle just off the M6.

Each programme will be limited to a maximum of 12 people so you can receive a real intimate experience.

£999 + VAT





LET'S WORK TOGETHER

Ready to get started or want to find out more?

Email us at hello@realisehr.co.uk