

Realise 2026 Learning Calendar

How to have difficult conversations in the workplace



- Master difficult conversations with practical techniques that boost confidence and bring clarity to even the most awkward workplace discussions.
- Stay composed under pressure and learn to manage emotions, yours and others to keep conversations constructive, not confrontational.
- Turn conflict into progress by transforming tense moments into opportunities for growth, trust and stronger team collaboration.

When?

16th January 2026 | 9-10:30am
[BOOK NOW](#)

28th April 2026 | 1-2:30pm
[BOOK NOW](#)

How to manage talent in your team



- Empower your team with practical tools to manage and develop talent effectively.
- Learn to identify high performers early and confidently develop future leaders.
- Apply proven strategies to boost engagement, loyalty and retention - keeping your best people thriving.

When?

29th January 2026 | 9-10:30am
[BOOK NOW](#)

5th May 2026 | 1-2:30pm
[BOOK NOW](#)

How to motivate your team



- Discover what truly motivates your employees, beyond pay checks, to spark lasting engagement and loyalty.
- Master practical techniques to inspire with impact, boosting energy, ownership and performance across your team.
- Build a culture people love, one that attracts top talent and keeps them excited to stay and grow.

When?

3rd February 2026 | 1-2:30pm
[BOOK NOW](#)

12th May 2026 | 3-4:30pm
[BOOK NOW](#)

How to manage remote teams effectively



- Lead with confidence in today's flexible work environment by mastering the art of managing remote, hybrid and flexible teams.
- Keep collaboration, trust and team spirit strong, no matter where your team is located.
- Discover practical strategies to balance flexibility with accountability and drive consistent results.

When?

17th February 2026 | 9-10:30am
[BOOK NOW](#)

19th May 2026 | 1-2:30pm
[BOOK NOW](#)

How to manage change effectively



- Gain practical tools to lead confidently through uncertainty and guide your team through transitions with clarity.
- Learn how to communicate with impact to build trust and keep your team engaged - even in challenging times.
- Turn change into opportunity by developing resilience and adaptability that drive positive outcomes.

When?

24th February 2026 | 9-10:30am
[BOOK NOW](#)

4th June 2026 | 1-2:30pm
[BOOK NOW](#)

Realise 2026 Learning Calendar

How to coach your team



- Learn how to unlock your team's potential by building skills, confidence and performance through effective coaching.
- Discover a practical coaching approach that creates trust and supports long-term growth.
- Create a learning culture where feedback is welcomed and development becomes part of everyday work.

When?

3rd March 2026 | 1-2:30pm
[BOOK NOW](#)

9th June 2026 | 1-2:30pm
[BOOK NOW](#)

How to create a Psychological Safe environment



- Learn how to create a workplace where people feel safe, heard and empowered to speak up and share ideas.
- Discover how to have open, honest communication without fear of judgment.
- Understand how psychological safety drives stronger engagement, collaboration and team performance.

When?

10th March 2026 | 1-2:30pm
[BOOK NOW](#)

16th June 2026 | 1-2:30pm
[BOOK NOW](#)

How to deal with underperformance in your team



- Gain the tools to tackle underperformance with clarity, confidence and compassion.
- Learn how to identify root causes, hold constructive conversations and create action plans that support improvement.
- Turn challenging situations into growth opportunities while maintaining trust, accountability and team morale.

When?

17th March 2026 | 9-10:30am
[BOOK NOW](#)

18th June 2026 | 1-2:30pm
[BOOK NOW](#)

How to delegate and manage time effectively



- Take control of your workload by learning how to delegate tasks confidently and strategically.
- Empower your team while freeing up time to focus on high-impact work.
- Master practical techniques to prioritise, stay organised and manage your day with purpose, achieving more without burning out.

When?

24th March 2026 | 1-2:30pm
[BOOK NOW](#)

23rd June 2026 | 1-2:30pm
[BOOK NOW](#)

How to do a great interview



- Learn how to run effective, engaging interviews that bring out the best in every candidate.
- Master the skills to prepare thoroughly, ask the right questions and assess responses with clarity.
- Make smarter hiring decisions and create a positive experience for every applicant, whether you're new to interviewing or refining your approach.

When?

21st April 2026 | 9-10:30am
[BOOK NOW](#)

25th June 2026 | 1-2:30pm
[BOOK NOW](#)

Insights Discovery-self awareness



- Gain self-awareness with your personal Insights Discovery profile, revealing your unique working style, strengths and the value you bring to a team.
- Explore your profile through guided reflection and group discussion to improve communication and build stronger, more effective relationships.
- Learn how to thrive at work by connecting better with others, boosting collaboration and becoming a high-performing team member.

When?

3rd March 2026 | 1:2:30pm
[BOOK NOW](#)

Front line team leader - 1 day course



- Build confidence and impact as a new team leader by exploring key responsibilities, expectations and challenges of management.
- Develop essential skills through practical exercises. Learn to give feedback, set expectations, manage performance and resolve conflict effectively.
- Leave with actionable tools to lead proactively, build trust and drive team performance from day one.

When?

9th March 2026 | 9:30-4pm
[BOOK NOW](#)

ILM 5 approved people management course

A bespoke programme of activities to set you up to success as a Manager. The programme is a series of sessions, 6 in total with 2 online and 4 in person at our Learning Pod in Carlisle

Throughout the duration of the course, you will have the opportunity to acquire innovative techniques tailored to enhance your people management abilities. The program aims to guide you through a process of self-discovery and continuous learning, providing you with essential skills necessary for becoming an effective and skilled manager.

Course Details

Session 1: What it takes to be a manager – In person

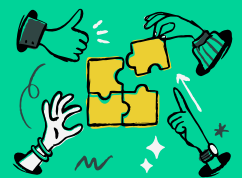
Session 2: Empowering people and communicating to drive high engagement levels – In person

Session 3: Understanding and building a diverse team – Online

Session 4: Having great conversations to drive high performance – In person

Session 5: Being a resilient manager – Online

Session 6: Driving innovation and embracing change – In Person



When?

Starts on 4th February 2026
[BOOK NOW](#)

Starts on 6th March 2026
[BOOK NOW](#)

Starts on 22nd April 2026
[BOOK NOW](#)

To book your place or to find out more, please scan here.



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