

The Career Practice

Company Training, Coaching & Mentoring



Improving business performance

Our Mission

- Improving the performance of your business
- Complimenting and supporting the HR/Learning & Development departments
- Achieving high impact, measurable results
- Injecting energy, encouraging passion, driving achievement

As a result of working with us

- Your people become more competent, confident and take pride in their performance improvement
- Your company will have an engaged, motivated workforce equipped to meet your company goals
- Your business will engender a developing culture of openness and sharing
- Your people will be inspired to 'go the extra mile'

Some of the areas in which we excel

- Targeted coaching & training

Individuals or teams who've plateaued or want to achieve their potential but aren't sure how (includes senior managers, sales teams, customer services and project teams)

- Training design and delivery

Design and deliver full suite of training programmes (including: systems implementations, leadership, moving into management, presentation skills, train the trainer and building high performing teams)

- Managed exits

How to leave a company positively and constructively so both parties win (includes design and conducting exit interviews, bespoke career coaching, outplacement programmes at all levels - executives to workforce)

- Graduate programmes

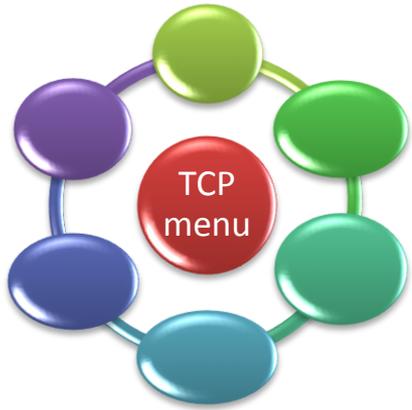
Getting them up to speed and confident to contribute as quickly as possible

- Team building events

Inspiring events that challenge and reward (we have great relationships with sailing and flying schools in the UK and Portugal)



● Targeted coaching & training



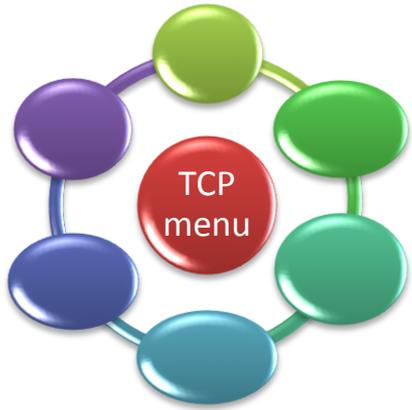
Targeted coaching provides a safe and trusted environment for people to learn new skills and hone existing skills. We design personalised programmes of intensive learning that deliver impressive performance enhancement

- Performance of individuals that have plateaued/fallen
- Teams that have lost energy or focus
- A culture of blame has started to creep into a team/department
- Specific issues need to be addressed/resolved and conventional training doesn't meet this need
- Motivating yourself and your teams in times of change
- Being assertive and developing stress free relationships

Our solutions can combine group training sessions to maximize learning, and personalised coaching to address individual issues



Management/Leadership



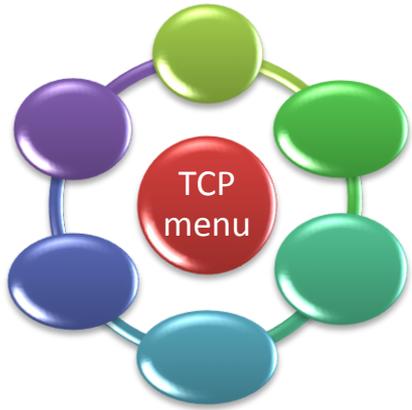
Moving into a new role can be exciting, challenging and rewarding. We deliver specific courses/guidance for people progressing to new roles; giving them the knowledge they need to succeed and maintain the excitement they start with

- **Moving into management**
 - Getting off to a positive start
 - Understanding management: truths and myths
 - Delegation and performance: who, what, why, when & how
- **Enhancing your management skills**
 - Attracting, developing & retaining talent internally and externally
 - Building high performance teams & maintaining peak performance
 - Influencing and assertiveness for stress free relationships
 - Managing difficult people at all levels
 - Motivating yourself and teams in times of change
 - Creating a culture of continuous improvement
- **Leadership**
 - True leadership and how to transition to the role
 - Inspiring, communicating and enthusing others with the vision
 - Creating an environment where leaders lead and managers manage
 - Creating a trusted feedback and performance culture
 - Building a powerful network and utilizing it
 - Powerful presentation & networking skills as an ambassador





Training design and delivery



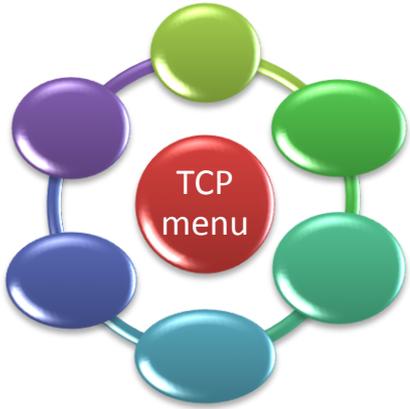
Our bespoke training design is about working with you to establish your required outcomes and delivering best performance. Training can be conducted at your company, our offices, or at other venues of your choice. Training courses from our portfolio include:

- **Systems implementation** training that is effective, timely and focused on measurable outcomes
- **Project management** training that breaks down barriers to success and pulls together a winning team
- **Achieving excellence in customer service** where people, systems and processes align to meet business goals
- **Sales training** that helps your team build trusting relationships, retain customers and close new business
- **Powerful networking** training that removes the fear associated with attending events and enables people to be comfortable and confident at conferences, events and trade shows and turn meetings into business
- **Making an impact** personal skills training that develops your personal brand and self confidence, public speaking, presenting to conferences and motivational speaking
- **Motivating yourself and your team** during periods of change and rebuilding for the future





Team building events



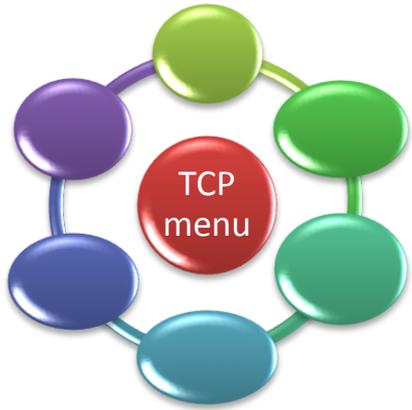
Our team building events are for those who want to try something different. They allow you to discover hidden talents, develop new skills and unleash your true potential

Our Directors love sailing and flying and we have excellent contacts in both worlds. We know and work closely with expert skippers and pilots and we are able to tailor events to suit your specific needs

- **Have you ever wanted to sail?**
 - Successful sailing demands co-operation and good communication. It is the ideal way to get a team working towards a common goal whilst building relationships.
 - Combine a fantastic sailing experience with our know how to ensure that skills learned can be applied back at work.
 - Choose either to sail from Portsmouth or Portugal
 - Or..... just come sailing with us!
- **Have you ever wanted to fly?**
 - Test your planning, collaboration and communicating skills as treasure hunters
 - Choose from a variety of airfields in the UK
 - Or..... just come flying with us!



Graduate programmes

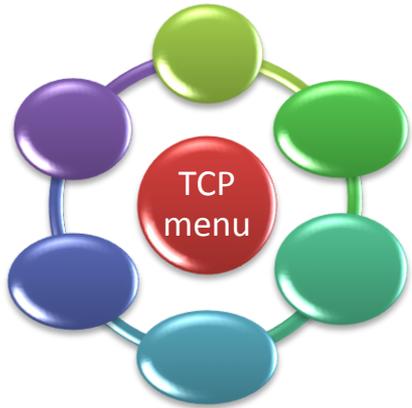


Graduate training programmes - Embedding graduates into your workplace, helping them take control of their careers, realize their potential and generate maximum return on the investment your company has made in them

- Individual coaching for specific needs
- Fast tracking
- Group training courses to share learning and maximize cost effectiveness
- Formal feedback and handover to HR/Learning & Development departments to facilitate continued learning and to monitor performance



Managed exits



The careful management of exiting employees can avoid toxic damage, especially in this age of social media. Avoid those remaining in your business feeling demoralised by the emotional and financial strain of the process. We:

- Design a structured approach to managing this process which can include design of exit questionnaires
- Conduct independent, confidential exit interviews obtaining feedback to improve and manage a smooth release of people
- Manage the communications process following a company restructure
- Facilitate or run training workshops designed to help people survive change and establish a new “business as normal” mode as soon as possible
- Equip individuals with the tools and techniques to move to the next stage in their career

How can we help?

Why get in contact?



For fresh ideas on:

- Building leaders and managers for the future
- Re-energizing individuals or teams
- Designing high impact training
- The smooth exit of employees
- Creating a culture of excellent customer service
- Coaching and driving sales teams
- Training your trainers

We tick all the boxes



- We know that a highly skilled and motivated workforce is good for self-belief, customer engagement and for business
- Our people are all high achievers and experts in their field
- Whether it be workshops, one to one coaching, seminars, distance learning, we offer programmes that work for you

We partner with you



- Clients come back to us because they trust us
- We work with you to affect change and deliver results
- We'll leave you equipped to continue your business
- We actively network with you and introduce you to others
- We are always happy to take a call from you
- We hope you too will enjoy working with us!

Contact us



We'd love to talk to you, get in contact with us at:

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