Course Outlines

Eyres & ASSOCIATES

Emotional Intelligence
2 x 4 hour sessions

Learning Outcomes

On completion of this workshop, participants will be able to...

- Understand the elements within the Emotional Intelligence Model

- Identify and recognise how the different dimensions and components of emotional intelligence influence their thinking, their actions and their behaviours

- Better appreciate the influence / impact their actions and behaviours have on relationships and dealings they have with others in the workplace (and elsewhere)

- Identify actions and behaviours that can help to make them more effective when working with and leading others

+ Optional third action learning session

Enhancing Your Resilience
2 x 4 hour sessions

Learning Outcomes

On completion of this workshop, participants will be able to...

- Understand what resilience is and how this can be shaken

- Appreciate their current context and identify personal 'hot spots'

- Understand a model of resilience that positively contributes to wellbeing

- Identify and apply a range of strategies to improve their resilience and better deal with stressful situations

- Develop a personal resilience action plan

Career Planning
1 x 4 hour session

Learning Outcomes

On completion of this workshop, participants will have...

- Developed some initial personal insights and plans for long term career directions

- Understood how to pro-actively access employment opportunities (including in the 'hidden job market')

- Enhanced their awareness of the critical steps in preparing for a job interview

- The capacity to apply these learning outcomes to situations as they emerge

Coaching Skills
1 Full day session

Managing Staff
1 Full day session

Leading Effective Teams
1 Full day session

Learning Outcomes

On completion of this workshop, participants will be able to...

- Understand what effective coaches can do and the impact effective coaching can have on coachees

- Understand and apply the skills and techniques that effective coaches use. They will be able to ask more effective questions, practice improved active listening skills, give more supportive feedback, build greater levels of trust and rapport with their staff

- Apply the GROW coaching model. They will be able to conduct effective coaching conversations which help build greater awareness, responsibility and self belief in their staff, and apply the appropriate balance of 'asking' and 'telling' in coaching conversations

+ Optional action learning sessions

Learning Outcomes

On completion of this workshop, participants will be able to...

- Understand what effective managers do

- Identify the important skills of effective people leaders and self-assess themselves against these

- Describe the 5 building blocks that support performance and use them to identify areas for action

- Identify practical actions to help set their staff up for success, build stronger relationships, ensure effective on-going interactions – such as feedback + coaching and assist with current staffing challenges

Learning Outcomes

On completion of this workshop, participants will be able to...

- Diagnose the stage of development their team is in

- Critique their team against the essential elements for team high performance

- Evaluate the current effectiveness of their team

- Identify strategies and tactics to improve their team's cohesion & effectiveness

Eyres & ASSOCIATES

Managing Up + Across
1 Full day session

Learning Outcomes

On completion of this workshop, participants will be able to...

- Better understand the more senior people they work with, and identify and implement strategies to work more effectively with them
- Identify and apply different levers and tactics that will help persuade and influence others
- Analyse their personal network, and identify actions that will bring about their ideal network map for the next 12 months
- Identify and implement personal practical strategies to help overcome typical challenges experienced when leading peers

Stakeholder Collaboration
4 hour session

Learning Outcomes

On completion of this workshop, participants will be able to...

- Describe what collaboration with stakeholders looks like in practice
- Understand the drivers and barriers to collaboration with stakeholders
- Have insight into their current relationships with key stakeholders
- Develop a personal stakeholder engagement action plan to implement back in the workplace

Feedback Rich Culture
4 hour session

Learning Outcomes

On completion of this workshop, participants will be able to...

- Describe a feedback rich culture and why this is important
- Describe some of the factors that contribute to building a feedback rich culture
- Provide more effective feedback
- Be a better receiver of feedback
- Understand how feedforward works and how to use it

Communicating + Working Together
4 hour session

Learning Outcomes

On completion of this workshop, participants will have...

- improved their ability to communicate and work more effectively with their colleagues
- improved their ability to give feedback to those they work with
- enhanced their ability to receive and learn from the feedback they receive
- enhanced their ability to run and participate in more effective meetings
- improved their ability to resolve differences

Customised Workshops
Various time frames

Other options

We have also run workshops in

- Personal Effectiveness
- Leading Teams through Change
- Mentoring – from the Mentor and Mentee perspectives
- Facilitation Skills
- How to Delegate Effectively
- Achieving Buy-in
- Managing Remote Teams
- High Performance workshops for intact teams

We are regularly engaged to create custom programs. We also can run short 1-2.5 hour sessions on some content themes.

Contact us for more information.

Discovery in Action® (DiA)
6m Applied leadership program

DiA is an applied program that is focused on helping people leaders, particularly those who come from technical backgrounds, to create a positive work climate for their people to perform at their best. It is an innovative approach to leadership development for people managers that blends:

- An action learning, real world perspective where everyday work issues provide the context
- Peer groups which accelerate the development process and provide a rich learning environment
- A guided process of self-discovery where participants draw on their knowledge, experience and workplace based issues, and
- An extended learning period that encourages a continuous cycle of reflection + action + feedback