

Autumn
2023

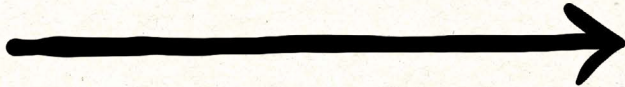
BITE-SIZE BEHAVIOUR

Sessions



fizzPOP
BANG

WELCOME TO BITE-SIZE



Our latest curation of snappy, interactive behaviour sessions which help you and your team master brilliant business behaviours and everyday conversations that lead to immediate and lasting change, creating a high performing and engaged culture.



1

OFF THE BLOCKS

A great place for anyone to discover and learn or dust off and refresh skills



2

STEPPING UP

Elevate your skills to develop yourself and others even further



3

MASTERCLASS

Polish your skills with top-class sessions for specialist knowledge



BEING YOUR BRILLIANT SELF

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Some Bite-sizes
available as full
day sessions

Sessions for everyone which
offer universal benefits
regardless of role

BEING YOUR BRILLIANT SELF

1

OFF THE BLOCKS



Get your shine on by discovering
what drives you, how to be your
best self every day and how to
build long-lasting relationships



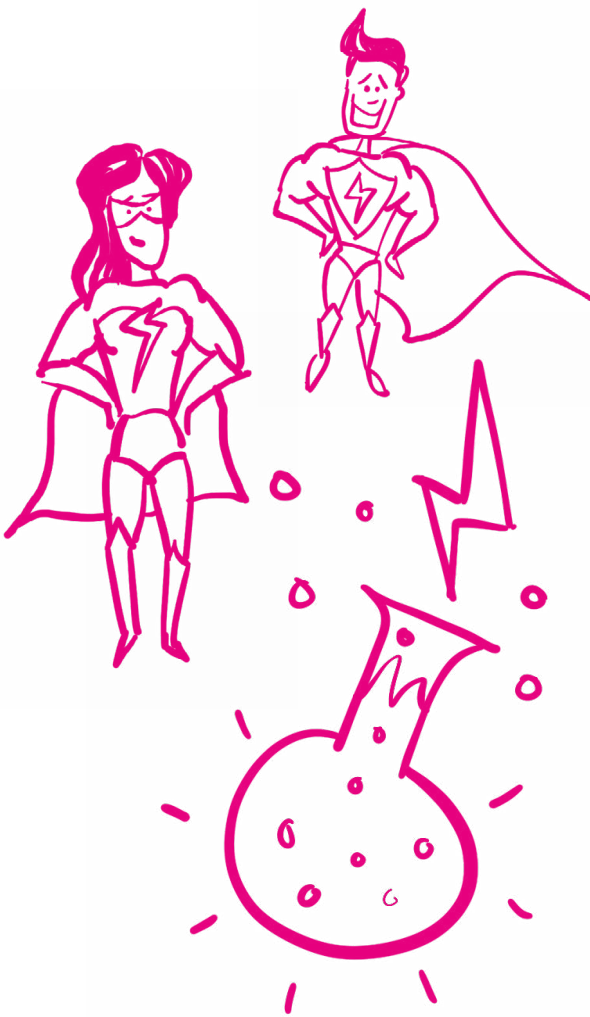
BEING BRILLIANT AND FINDING YOUR FANTASTIC SELF

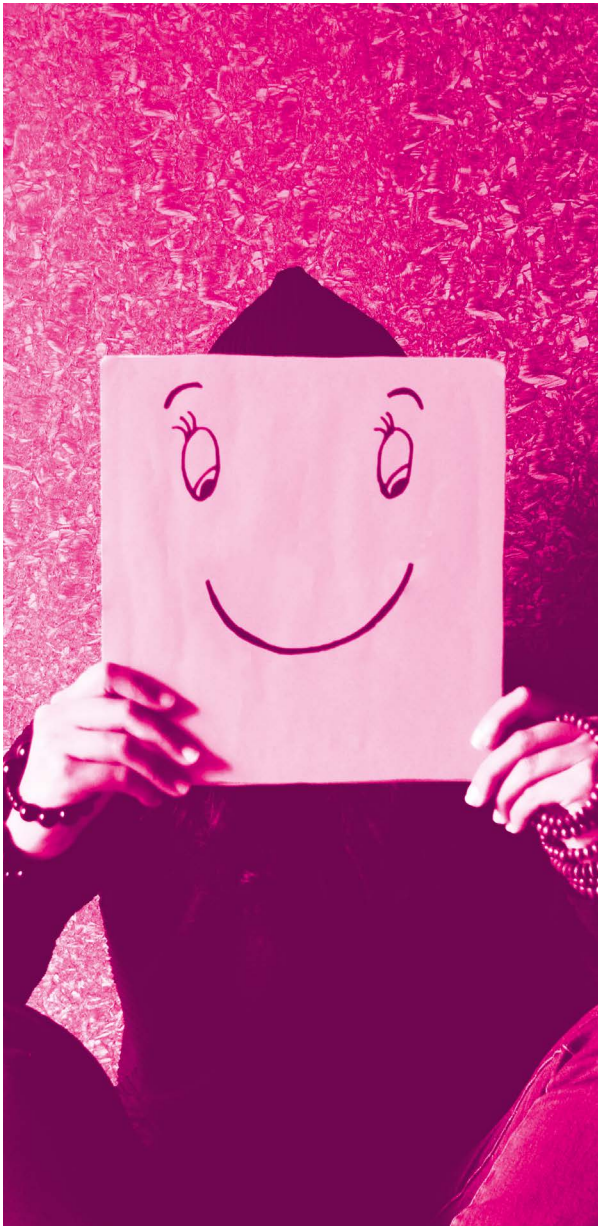
Discover your fantastic self and work out how you can stay strong every day, even when things don't go your way

Brilliance is self-driven. How you make yourself and others feel is within your control. Explore how to increase your impact on others, breed a positive mindset, communicate better and bounce back when the going gets tough.

In this 2.5 hour session you will explore:

- * What is brilliance?
- * How to be fantastic, authentic, courageous and confident
- * Principles of fabulous people
- * How positive thinking can rock your world
- * Bouncing back and staying resilient when the going gets tough
- * Eating your frogs





WHAT'S MY BRAND?

Create your own vision for success by discovering your values and what makes brand 'you' so compelling

Your brand is what people say about you when you aren't in the room. Having a brand is about knowing what you stand for, establishing who you are now and uncovering who you want to be in the future. This session is designed to help you define and craft your own personal brand so you can increase your successes, be happier in who you are and revel in your achievements.

In this 2.5 hour session you will explore:

- * The role brands play, and how they successfully build connections
- * How individual drivers influence personal style
- * A clear image of how you want to be perceived and gaps to work on
- * Building new habits to make your brand a reality
- * How to be the hero of your own story



OFF THE BLOCKS

TURNING YOUR STRENGTHS INTO SUPER POWERS

STRENGTHS

'UNDERLYING QUALITIES THAT ENERGISE US AND THAT WE ARE GREAT AT OR HAVE THE POTENTIAL TO BE GREAT AT'

Discover how to turn your raw talents into super powered strengths

Using your strengths everyday can increase your success and wellbeing in life. This session will give you an in depth understanding of what makes you tick, how to super charge your strengths and when to turn them up (and down).

In this 2.5 hour session you will explore:

- * Understanding what makes you uniquely you
- * Bringing your strengths to life
- * Recognising the impact of your super powers getting too loud
- * Celebrating common ground and maximising differences
- * Creating practice plans to grow your talents into strengths every day
- * Using Gallup CliftonStrengths or Strengthscope psychometrics

IF YOU WANT
TO CHANGE THE
WAY PEOPLE
RESPOND
TO YOU,
CHANGE THE
WAY YOU
RESPOND
TO PEOPLE

Harvard Psychology

OFF THE BLOCKS



THE PERSUADERS

Creating impact and influence for a lifetime of brilliant relationships

The relationships you have are integral to your future career and happiness. But how often do you stop and think of these stakeholders on an individual, tailored basis? This session gives you a plan of action to forge stronger connections by better understanding those you interact with. Discover what makes them tick and learn how to adapt your style to maximise your relationships with people at all levels.

In this 2.5 hour session you will explore:

- * Police work - how to identify the suspects you wish to influence in your world
- * Undercover investigation - challenging your perceptions and assumptions
- * Map your suspects - engaging people at the right time with your power to influence
- * Intelligence gathering - turning tricky characters into strong allies
- * A strong community - sparking connections and building rapport



OFF THE BLOCKS

PERFORMING AT YOUR BEST



Create the right environment and conversations to set yourself up for success and be your best every day

You are the master of your destiny. Discover what you need to perform at your best, how to consistently up your game through a growth mindset using feedback and aim for your ambitions with inspiring and exciting goals.

In this 2.5 hour session you will explore:

- * The importance of developing brilliance
- * Being at your best - finding your success factors
- * The art of giving and receiving feedback
- * Developing great goals to get great results
- * Create everyday good habits and conversations

- * Your company specific performance management process can be incorporated if required



OFF THE BLOCKS

SEEING THE WOOD FOR THE TREES

A two-pronged attack to becoming more productive, nailing your priorities and super-charging your personal effectiveness

Managing your time isn't just about having the right tools (although we're going to share some good ones with you); it's about mastering the mindsets of procrastination and productivity. With these new skills under your belt you'll be able to see the wood for the trees on a daily basis.

In this 3 hour session you will explore:

- * How to drive your behaviour to get things done
- * The power of prioritisation
- * The 4 Ds of efficiency
- * Powerful project managing



OFF THE BLOCKS

BEING PROFESSIONAL WITHOUT A SUIT

Be a professional powerhouse in a casual culture

It's time to think differently about what it means to be professional in the changing world of work, don't be fooled by a casual dress sense; it doesn't mean a casual attitude. You will leave this session understanding how to stand out while others are laid back, how to establish what is expected of you and how to manage it all like a true pro whilst staying true to who you are.

In this 3 hour session you will explore:

- * The old vs. new world of business
- * How first impressions count
- * Knowing your stuff - both expertise and the business you work in
- * Why it's important to be true to yourself
- * How to dial up your emotional intelligence and expertly communicate your message



STEPPING UP



Elevate your presence with
others, find your creative mojo
and harness the power of coaching



STEPPING UP



SUCCESSFULLY STEPPING UP

Start as you mean to go on by embracing your new challenges with confidence, perspective and knowhow

This session is a chance to celebrate a new role or opportunity and reflect on how you want to tackle your future challenges. We'll share tools and behaviours of high performers for navigating obstacles, overcoming demons and becoming your successful future self, now.

In this 2.5 hour session you will explore:

- * Getting your strengths on
- * How to avoid the fraud squad
- * Getting into your courage zone
- * Counting sheep - how to wizard away the worries of others
- * How brilliant leaders deliver through others
- * Creating a legacy



STEPPING UP

UNLEASHING YOUR CREATIVE GENIUS

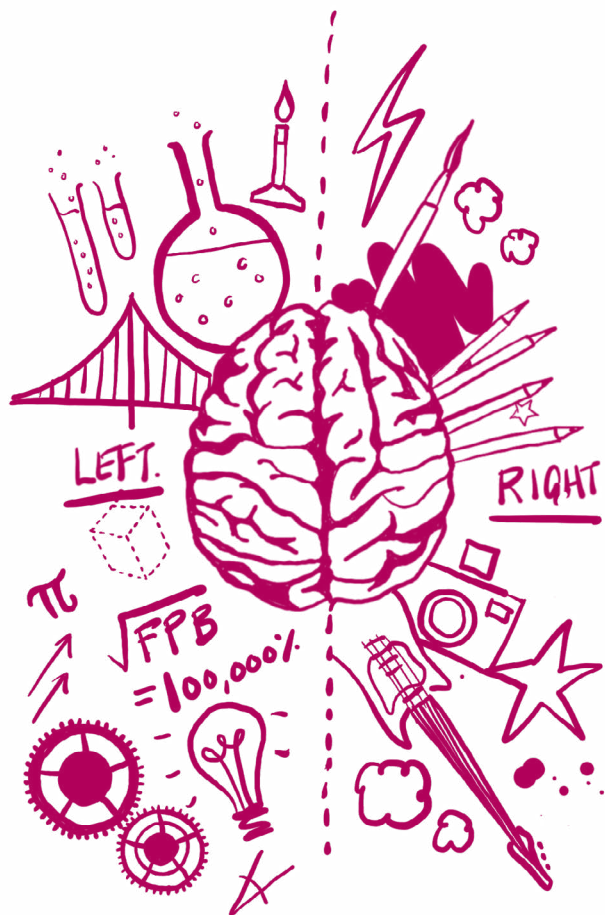
PART 1

The foundation for making creative thinking and problem solving part of everyday life by learning how to spark thoughts into ideas

No matter what your role is in the business, there is always an opportunity to challenge the status quo and leave things better than you find them. This session is designed to unleash your creative side to problem solve and innovate every day. You will leave armed with tools to spark your creative thinking process and techniques to build a thought into an idea.

In this 2.5 hour session you will explore:

- * What creativity is and why it's important
- * Dispelling myths about creativity and reflecting on when you're at your most creative
- * How your brain works (the science-y bit)
- * The role of your environment and tools to innovate
- * How to change your mental state and build a thought into an idea





STEPPING UP

PUTTING THE KA-POW INTO YOUR PERSONAL IMPACT

Unlocking your authentic voice to inspire and motivate

How many times have you stood in front of a room, but when your mouth opened gobbledygook came out? This session helps you develop your communication skills in a way that is truly unique to you, gives you the confidence to flex your style based on your audience and looks at techniques used by actors to control the nerves and speak your mind.

In this 2.5 hour session you will explore:

- * Being your authentic self
- * How to stretch yourself and ditch the labels
- * Different styles to make better first impressions
- * "It's not what you say, it's how you say it"
- * Managing your emotional state



4 ALLOW YOUR PASSION TO BECOME YOUR PURPOSE AND ONE DAY IT WILL BECOME YOUR PROFESSION

Gabrielle Bernstein

STEPPING UP



SKY ROCKETING YOUR FUTURE

Play to your passions to develop
a life you love

It's time for some big picture thinking.
Track your own unique career journey and
discover what you love.

This session will enable you to take
control of your destiny and learn to
live the life of your dreams. Create a
plan to achieve your future ambitions
and goals that uses your unique talents.

In this 3 hour session you will explore:

- * The universal truths of high performance
- * Playing to your strengths
- * Being future focused - setting your own
direction and pace
- * Navigating barriers to high performance
- * Stretch into your courage zone

STEPPING UP

EMBRACING CHANGE

Creating resilience to make change work for you

Change is part of everyday life and although it can spike stress or intensify emotions, there are ways to arm yourself to be more resilient. This session is all about enabling you to proactively process, embrace and own change to achieve future success.

In this 2.5 hour session you will explore:

- * Understanding your response to change
- * Building resilience - sharing traits of resilient people and turning difficulties into opportunities
- * The power of goals in the face of adversity
- * Taking control - ways to influence and control your environment to achieve great results
- * Powers of prediction - ways to stay ahead of change with proactive thinking

*We offer two different sessions depending on the culture and pace of change your company is experiencing





MASTERCLASS



Find your zen and super-charge
your performance prowess



DON'T JUST BE WELL, BE AWESOME!

Focus on what matters, learn how to manage your energy rather than your time

Time to take a breather from your day job to make your own bespoke wellbeing plan. By exploring what human energy is, where it comes from and putting wellbeing at the front and centre of all you do, you can set yourself up to more easily fulfil your potential, conquer stress and be more productive and energetic every day.

In this 2.5 hour session you will explore:

- * Power surges vs. power dips
- * Your EPIC adventure towards wellbeing
- * The land of energy opportunity
- * How to build habits to make positive change for the long-term

70%

OF THE REASONS THAT
ORGANISATIONS LOSE
CUSTOMERS ARE
**EMOTIONAL
INTELLIGENCE
RELATED** (STANFORD BUSINESS SCHOOLS) ↩

75%

OF THE REASONS THAT
CAREERS GET
DERAILED ARE
**EMOTIONAL
INTELLIGENCE
RELATED** (CENTRE FOR CREATIVE LEADERSHIP) ↩

MASTERCLASS



KNOWING ME, KNOWING YOU... EI

Explore your personal EI profile to improve your communication, collaboration and generally be a better human

Whether you are at the start of your career, a leader of teams or a leader of organisations, Emotional Intelligence is fundamental to us functioning and performing at our best and allowing those around us to do the same. Participants will complete the JCA EI Snapshot profile as prework to gain in-depth, individual insight for this workshop.

In this 2.5 hour session you will explore:

- * What is EI and why it is important
- * Your personal EI profile to identify focus and development areas
- * How to create a personal action plan
- * Peer coaching for positive change

NEW

CAN BE PAIRED WITH



(Additional 3 hour session)

There is nothing like getting a fresh perspective. We can work with you to create an experience which will combine our 3 hour workshop, 'The Old Curiosity Shop', with a field trip to further immerse you in exploration of a specific challenge and possible solutions.

We create bespoke activities and materials based on the chosen venue/experience and the challenges you are facing.

Previous school trips have included a Start-up Safari, Innovation Hubs, the Design Museum and the Museum of Childhood.

MASTERCLASS



THE OLD CURIOSITY SHOP

Ask killer questions to create experiments that will tackle your organisation's biggest challenges

Everyone is talking about innovation, right? Ever wanted to know how the start-ups do it? Innovation isn't a unicorn, innovation is creativity, creativity is just curiosity and curiosity is just asking questions. And everyone has questions. The trick is how to ask the right questions that drive action and make things happen.

In this 3 hour session you will explore:

- * The mindset of curiosity
- * Playing with left and right brain, and immersive and divergent thinking to discover new ways of interrogating old (or new) challenges
- * Discovering and working with some of the best innovation techniques out there (including "Jobs to be done", "Design Thinking", "Blue Ocean" and "Lean Start-up")
- * Creating experiments to tackle real business problems and drive action



PEACEMAKERS AND PACESETTERS

Rediscover your purpose, accept difficult realities, adapt and get agile to build resilience in the face of tough times

Somehow, in the face of a great deal of turbulence and uncertainty, we have to accept what is going on, because fighting with reality is a big waste of energy. That doesn't mean we have to give in or give up. Making peace with what is and using our energy on what we are able to influence is the surest way to make things better and give you back control.

In this 3 hour session you will explore:

- * Use 'Zen planning' to create calm from chaos
- * Understand the difference between 'resilience' and 'toughness' to enable sustainable intensity
- * Discover the heart of your personal brand and values to drive integrity and authentic responses
- * Uncover your deep convictions as a launch pad for inspired actions and high performance





NAVIGATING YOUR CAREER

Open yourself to opportunity with a fresh and energising take on career development

Often when we think of our career, it can be easy to think of the job titles or organisational structures we need to fit into, or at the very least to think we need to have a 'plan'. But what you'll see through this session is that a career is so much more than a job, and you don't have to have a plan to create opportunities. In fact, sometimes we can be even more open to the wonderful opportunities life brings us when we let go of the plan!

In this 6 hour session you will explore:

- * The Start-up of YOU
- * Horizontal & vertical development
- * Cultivating serendipity
- * Personal brand & storytelling
- * Audiences & allies

Handpicked sessions to help
you be the best team member

BEING A BRILLIANT TEAM



1

OFF THE BLOCKS



Make your winning contribution
to the dream-team



TURNING TEAM STRENGTHS INTO SUPER POWERS

Identify and share talents to create a common language that builds a high performing superhero team working together as a force for good not evil

The talents and strengths of individuals can be mighty, but when combined in a team setting, outstanding results can be achieved. This session uses psychometrics* to understand the unique contribution every team member can make. You will then discover how to blend these strengths to unleash the full potential of the team as a whole.

In this 3 hour session you will explore:

- * What makes you uniquely you and what makes a super strong team
- * How to plot your collective team strengths and create dynamic duo partnerships
- * Avoiding the dark side - identifying pressure points and overplayed strengths
- * Creating a Superhero pact - developing squad goals to become invincible

Gallup® CliftonStrengths or Strengthscope®

This session is kicked off with a one to one briefing with the team manager



COACHING 101

Realise your own and others' goals through stellar coaching practices

Coaching is fast becoming a part of every day work life and for good reason. It's efficient, empowering and motivating. Coaching enables you to understand where you are now, where you want to get to and how to arm yourself with a clear plan to get there. This session will help you create habits founded on self-coaching practices that empower you to learn and grow.

In this 2.5 hour session you will explore:

- * What coaching is
- * The power of coaching and when to use it
- * How to get the most out of the coaching conversation
- * Coaching in action - practice makes perfect
- * Commitments to your development



NEW



OFF THE BLOCKS

STAND UP AND OWN IT

Do you know the difference between responsibility and accountability, more importantly, does your team? Do you know how to get meaningful commitments?

Trust makes the world go around. And trust is based on the currency of commitments, but how often do we over commit? This workshop helps decode the basis of meaningful commitments whilst exploring how to help your team take responsibility and hold each other accountable in a constructive manner that builds relationships and gets stuff done.

In this 2.5 hour session you will explore:

- * The fundamentals of trust within the work place
- * The language of effective commitments and learn how to gain them
- * The differences between responsibility, blame and accountability
- * Yes, no and everything in between



OFF THE BLOCKS

MEETINGS
REBOOTED

Make meetings more inclusive, effective and positive, significantly improving how your team solves problems and makes decisions

Banish meeting purgatory for good, by exploring the golden nuggets of meeting awesomeness. A super useful and practical session with handy tips and useful reminders to make your face-to-face and virtual meetings more inclusive, valuable, effective and positive.

In this 2 hour session you will explore:

- * How to understand, practice and share the fantastic fundamentals of magic meetings by applying the "7 Ps" to every future meeting
- * Why it's useful to consider solid basics at every stage - before, during and after
- * The responsibilities of both the organiser and participants to make effective use of everyone's valuable time



STEPPING UP



Setting yourself and your
team mates up for success



STEPPING UP

BE COOL AS ICE – STOP, COLLABORATE AND LISTEN

Learn to be a world class, highly-effective communication and collaboration team

Using stimulus and insights from teams across all walks of life, you'll explore how communication and collaboration make us successful both as an individual and as a team. Understand what makes your teammates tick and develop a team manifesto to navigate the tricky times and elevate you when you're full steam ahead.

In this 3 hour session you will explore:

- * What makes a high performing team
- * Tools for stellar team collaboration and collective problem solving
- * Radical transparency - what if you told everybody everything all the time?
- * Building your check list for communication and collaboration success





STEPPING UP

HOLLYWOOD STORIES, RED CARPET RESULTS

Creating compelling presenters who communicate messages through the art of storytelling

A definitive guide to developing great content, delivering powerful messages and presenting with confidence and panache. Harness your authenticity and engage your audience with a story that impacts.

In this 3.5 hour session you will explore:

- * Audience insights
- * What makes a great story
- * "And then what happened...?" Engaging people to care about your message
- * How to develop compelling content
- * The art of delivery - practising your story telling
- * Fake it 'til you make it - tips to help conquer nerves

NEW



STEPPING UP



COMMUNICATE AND INFLUENCE

Communicate compellingly to create powerful influence with your colleagues and stakeholders

The way we communicate impacts how successful we are in all areas of our lives - from the relationships we build to our ability to get projects off the ground. This session allows you to create a tailored plan of action to forge stronger connections, communicate your message in the most powerful way for any audience and the tools you need to be assertive and to handle tricky questions.

In this 3 hour session you will explore:

- * Communication styles and how to flex yours
- * How to craft a key message to communicate with impact
- * The use of assertive behaviours so that people say 'YES'
- * How to handle questions & objections like a pro



STEPPING UP



STARGAZERS

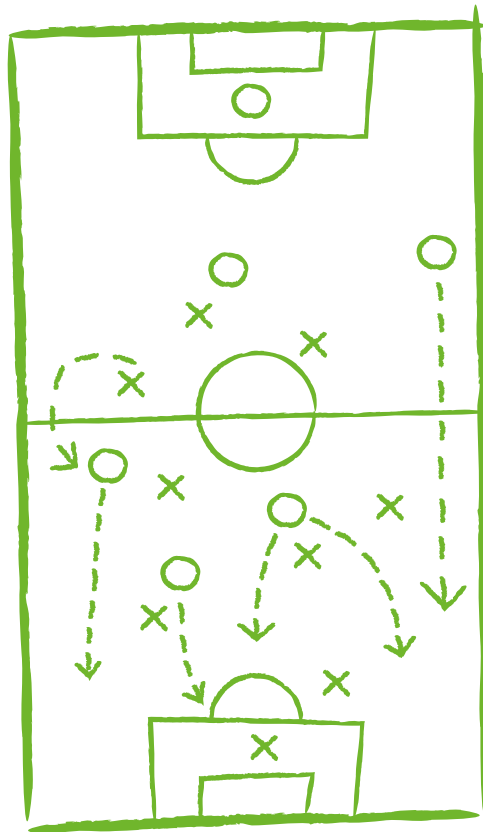
Seek out and see the opportunities in disruption and find creative inspiration in whatever is going on, to achieve brilliant things

Find inspiration and stimulation to change your thinking by discovering positive possibilities to get active and create a brighter future, whether that be ways of working or a new business idea.

In this session you will explore:

- * Find a positive perspective and see the 'gifts in disruption'
- * Learn how to be active in creating the future and not passively waiting
- * Start to develop viable ideas for positive change that are exciting to act on
- * Take a strengths-based approach to taking action to make a difference

*Can be joined up with 'Playmakers' sessions as a package to generate ideas and turn them into practical experiments and action. Can be used to start to tackle a specific business topic such as AI and tech; new strategy in action; marketing ideas or ways of working



PLAYMAKERS

This creative 'hack' will enable you to take your basic ideas for positive change and turbo-boost them into practical experiments and action.

Build viable ideas to shape the future for the better. Then we get smart about how to 'test and learn' to make the idea as good as it possibly can be, and make it compelling for others too - so they get excited about getting involved.

In this session you will explore:

- * See how to use existing trends as inspiration and a springboard for positive change
- * Develop 'oh, of course!' ideas that sell themselves
- * See how to bring to life and test ideas before scaling solutions, making best use of time, energy and resources
- * Understand how to win hearts and minds so that they engage powerfully with stakeholders in making change happen

*Can be joined up with 'Stargazers' sessions as a package to generate ideas and tackle a specific business topic such as AI and tech; new strategy in action; marketing ideas or ways of working



STEPPING UP

LET'S
PLAY

We use playful exploration and dreaming big to help distrust thinking and flex creative muscles, learn practical tools for innovation and strengthen team relationships

Einstein said: "Play is the highest form of research." In this session we walk our talk and get you stepping away from your desk on treasure-hunts, heading outside, and shifting your brain-wave state. Teams that feel safe to try things out, fail and learn together are happier and more effective too. This is a great way to bust out of 'zoom-gloom' and connect in a different way.

In this 3 hour session you will explore:

- * Learn how to use play and exploration to drive creativity and innovation
- * Understand the psychology of play, how to fire up your neurons
- * Discover how dreaming and wonder can help us make better strategies for a bright future
- * Apply tools to create the right environment for you and your team to spark genius ideas



STEPPING UP



HOW TO BE A FACILITATION NINJA

Learn how to run awesome workshops and meetings with active, engaged participants by learning simple principles you can put into practice immediately

This session is designed to arm you with the know how and key skills to generate awesome outcomes from any get together - in person, virtual or hybrid. Get the best out of people in the room or online particularly where discussion, problem solving, co-creation and idea generation are required.

In this 3 hour session you will explore:

- * How to unlock a creative mindset
- * Golden rules for being a pro-facilitator
- * Top tips to create a top session
- * Styling out facilitation nightmares



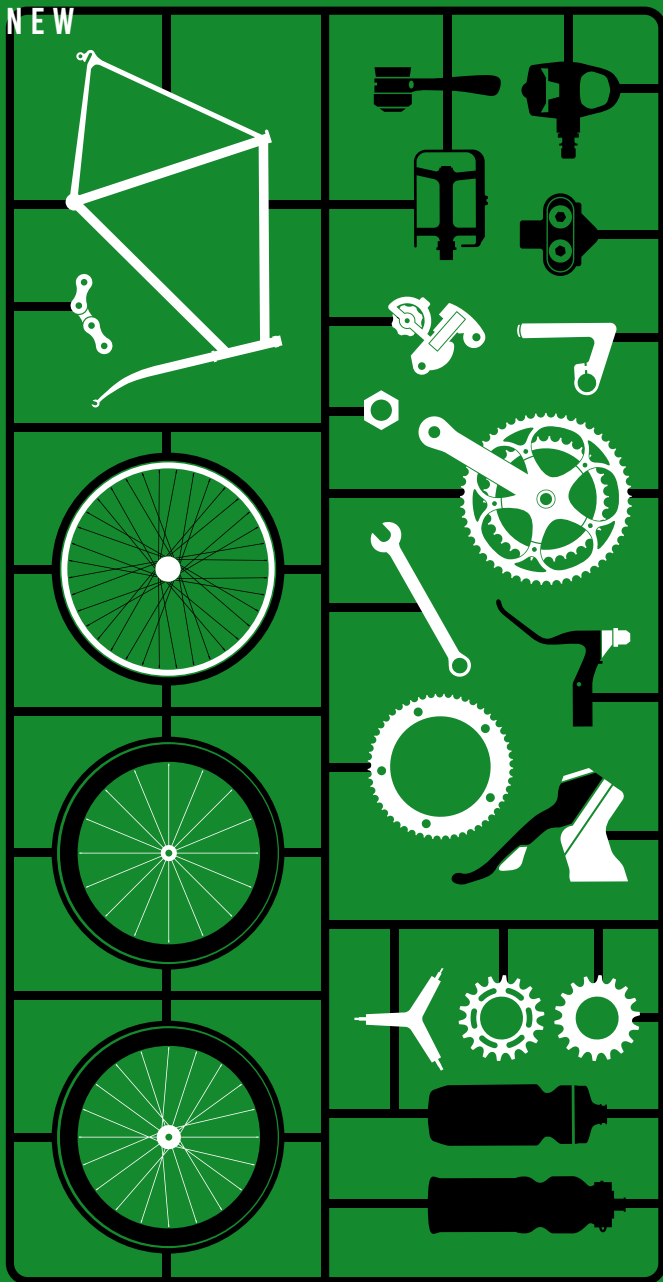
MASTERCLASS



Hone your unique leadership style
with these masterful sessions



NEW



MASTERCLASS

FINDING STRENGTH IN DIFFERENCE

Build a culture of inclusion and diversity by focusing on the collective strengths that bind us rather than the differences that separate us

Numerous studies show that diverse companies are happier, have better ideas and are more profitable. Yet as humans, we are naturally hardwired towards bias that can stop inclusion happening - even if we don't realise we're doing it. This session explores this bias and its triggers to help your team build a plan of action to create open conversation for collaboration and engagement.

In this full day session you will explore:

- * Stereotypes and surprising truths
- * What is unconscious bias
- * Our experiences of inclusion and exclusion
- * Emotional intelligence principles to combat our biases and build awareness and choice
- * Inclusion habits checklist - build a plan of action to practice immediately



MASTERCLASS



HOW TO BE A FACILITATION MASTER

Take your facilitation prowess to the next level and unlock true brilliance in any get together

Becoming a Facilitation Master is all about practice and experience. This session builds on the Ninja foundation and charts your evolution as a facilitator. We focus on understanding your audience, honing your personal style and putting your skills to the test in a safe environment. You will develop methods to enhance any group experience and tackle every eventuality.

In this 3 hour session you will explore:

- * How to pimp your room and up the alpha
- * Knowing me, knowing you - cater to your audience
- * Putting it all to the test - practice makes perfect
- * The Facilitation Master checklist

*available for in person, virtual or hybrid facilitation master skills'

Sessions designed to hone
your skills as a brilliant
leader of people

BEING A BRILLIANT LEADER

1

OFF THE BLOCKS



For those wanting to
nail the most important
management skills





OFF THE BLOCKS

MANAGER 101: TRICKS OF THE TRADE

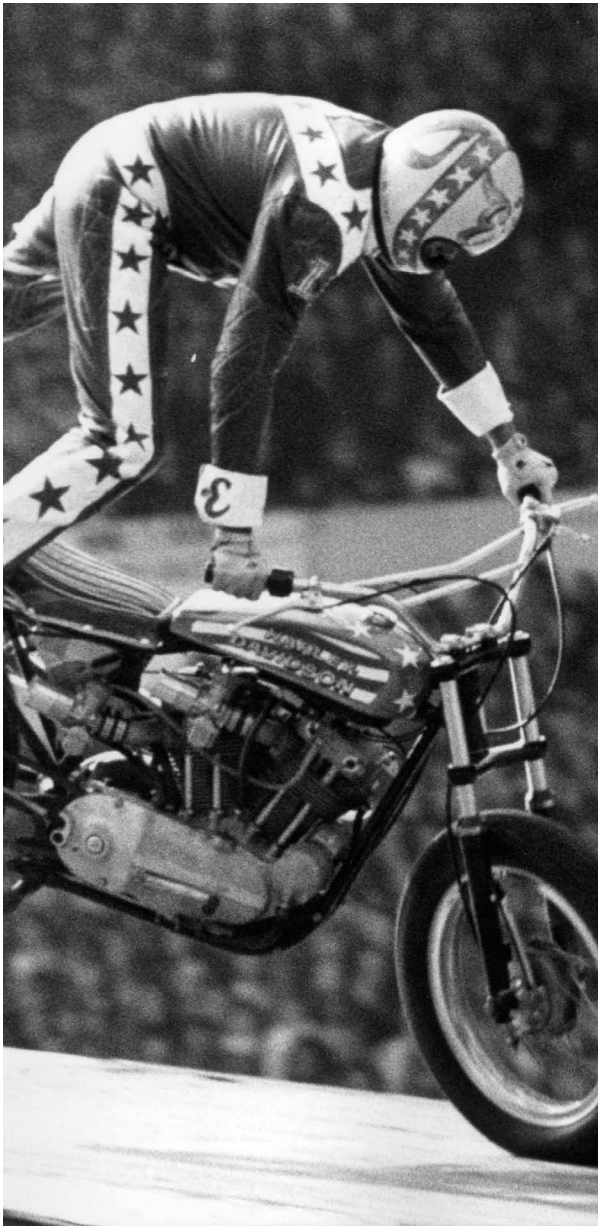
Fast track your way to manager mastery with these key skills to help you build trust and boost motivation

Being able to quickly build team trust, motivation and collaboration is an invaluable skillset; it's the bedrock of being an outstanding manager and leader. This bite-size session will give you a brimming toolkit designed to help you get the very best from your team. This in turn will empower you to be engaged and motivated in your work and team purpose.

In this 3 hour session you will explore:

- * The anatomy of a great manager
- * Navigating the stages of team development to ensure high-level performance fast
- * Setting expectations and providing team purpose to foster drive and motivation
- * Prioritising workload - swim like a swan and get the valuable stuff done
- * Empowering your team through delegation to let them thrive





HELPING OTHERS PERFORM AT THEIR BEST

Cultivate the right environment, conversations and goals to empower your team to be their best everyday

It's easy to get caught up in the day to day. This session is a chance to take time out to consider what would help you and your team perform at their best. You are the master of your environment. You have the power to shape team culture, foster success and achieve high performance. It's time to block out the noise and build your team's world the way you want to.

In this 3 hour session you will explore:

- * How to empower brilliance within your team
- * Setting yourself and others up for success and performing at your best
- * Using feedback to draw out the best in others
- * Developing great goals for great results
- * How to role model successful habits to encourage development and engagement



OFF THE BLOCKS



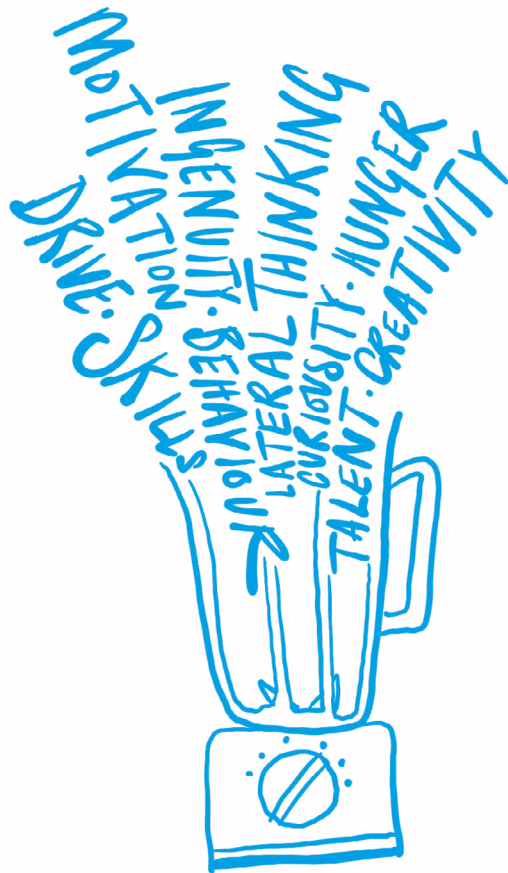
THE ART OF TRICKY CONVERSATIONS

Building the confidence to have the development conversations that matter to drive winning behaviours and performance

Creating a team of A-Players involves having both easy and tough conversations. By putting high performance at the heart of every conversation, discussions become easier and change rapidly follows. This session will help you create a pathway for every team member to succeed.

In this 2.5 hour session you will explore:

- * Creating your own definition of an A-Playing team
- * Kind vs. nice communication
- * The art of tricky conversations
- * Managing choices and consequences
- * A-Player acknowledgement



HIRING THE BEST

Creating brilliant hiring managers who hire brilliant teams

Great recruitment decisions have far reaching benefits. Being able to build a world class team with a diversity of skills is the foundation for high performance and success. This one day session is fully loaded to equip hiring managers with the tools and practical skills required to hire the best team.

In this 6 hour session you will explore:

- * Hiring brilliant employees = business success
- * The art of successful interviews - preparation, structure, rapport and great questions to lead to excellent recruits
- * Recruitment 101:
 - what's hot and what's not (in employment law)
 - avoiding potential pitfalls
 - feedback frameworks for consistency
 - creating Brand Ambassadors
- * Practice makes perfect - gain interview confidence

* Also available as a 4.5 hour workshop



IF YOU'RE GONNA LEAD... LEAD

Helping ordinary people do extraordinary things by developing their own unique leadership legacy

Every successful leader has a unique vision for the future which excites those engaged to deliver it. This session offers you inspiration on how to develop your own style. It will help you build a team of people who are excited about your vision and want to help you achieve it.

In this 3 hour session you will explore:

- * The four step formula for your own leadership stardom
- * How brilliant leaders create inspiring visions
- * How brilliant leaders build brilliant teams
- * How brilliant leaders differentiate
- * How brilliant leaders deliver through others

BRING

YOUR

★ A ♥

GAME!



STEPPING UP



Take the next steps to
becoming a brilliant leader
with these powerful tools





STEPPING UP



BUILDING AN ALL-STAR TEAM

Wherever your team are now, learn how to inspire, build, develop and brilliantly manage a high performing team

This session gives you the opportunity to develop a vision of what team brilliance means to you. No matter what stage your team is currently at, focus on how you can practically bring your vision to life by building a high performing, truly brilliant team.

In this 3 hour session you will explore:

- * The power of PMA in performance - Purpose, Mastery, Autonomy intrinsic motivations
- * Getting to know crucial differences and similarities in your team
- * Fostering a learning and growth mindset
- * Giving freedom to perform - removing barriers and unleashing potential



STEPPING UP



SKY ROCKETING YOUR STARS

Develop a stellar career plan to propel your team towards superstardom

Every team is made up of individuals with different dreams and aspirations. This session is all about understanding your team - what makes them shine, where their strengths lie and what their career aspirations are. With this newfound knowledge you can help launch them towards their goals whilst creating everyday excellence.

In this 3.5 hour session you will explore:

- * Playing to strengths and understanding the motivation, drivers and future plans of your team members
- * Time travel - defining your future and bringing shared ambition to life
- * Growth conversations - feel the stretch
- * Career mapping with purpose
- * Comfort zones - how to bring it to life



STEPPING UP



COACHING LIKE A PRO

PART 1

Empower your team to achieve their goals by coaching them to succeed

It's one thing to manage people and another to really understand how to coach them to success. In this introduction to coaching, this is a chance to stop and reflect on your role as a coach and to learn the foundational tools and tactics that will help you do it like a pro. Understand how to be a motivational coach and give your team the right mindset and processes to enhance their lifelong careers.

In this 3 hour session you will explore:

- * The power of coaching to help your team shine
- * Embracing a coaching mindset and stepping into their shoes
- * Steering clear of coaching pitfalls
- * Getting stuck in with G.R.O.W.
- * Framing your conversation for maximum impact



STEPPING UP

COMMUNICATE AND COLLABORATE NASA STYLE

Delivering powerful results and lasting relationships through inspiring, purposeful communication and collaboration with your team

Space travel is a complicated business. Without world class communication and collaboration, things at NASA can go south fast. Taking learnings from the best, this session will equip you with the tools to develop a foolproof master plan, create a high performing culture and deliver outstanding results that will stand strong in the face of adversity... even rocket science if that's your bag.

In this 3.5 hour session you will explore:

- * Communicating your mission purpose with style
- * Mission criticals - defining the plan and recruiting the best astronauts for the job
- * Radical transparency - building partnerships of trust
- * Black box thinking - Learning from failures and successes
- * Stellar one to one communication - developing autonomy through the power of permission

IT'S
AS
EASY
AS

XYZ

STEPPING UP



MILLENNIAL MAGIC

Mastering multi-generational teams
to get the best out of everyone

Organisational culture, leadership styles and employee expectations have changed immeasurably in the last few decades. It's time to deconstruct generational myths and build a culture of trust and collaboration. This session will help you understand the traits and motivations of each generation and provide new styles of leadership to help you harness multi-generational magic.

In this 2.5 hour session you will explore:

- * Multi-generational mastery
- * Recognising and removing barriers
- * Traditional collaborative leadership to build trust and freedom
- * Generational super powers - the sum is greater than the whole



STEPPING UP

LEADING CHANGE



Embracing the journey of transitions to navigate and lead change successfully

To be a successful change influencer you have to lead those around you in a way that energises and engages them during change, that empowers and builds resilience when times are tough. In this session we explore the psychology behind transitions and change, and how being able to predict the right time to progress forward with change and transformation benefits us all. We look at the natural responses to change and how we can support one another to not only adapt to and embrace change, but to thrive.

In this 3 hour session you will explore:

- * Transition and change
- * Navigating change as a leader now and in the future
- * The natural responses to change
- * The 3 Cs of building resilience in self and others

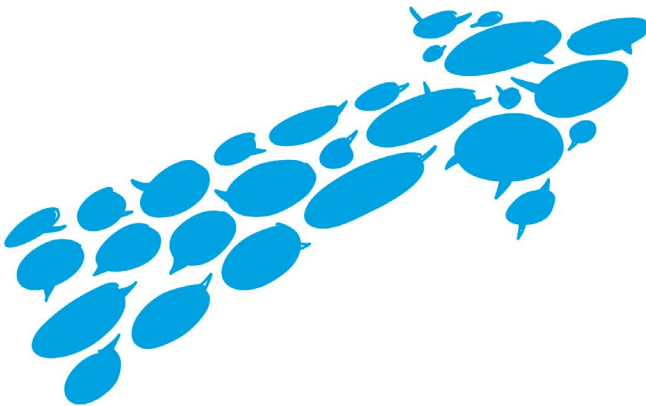
FEARLESS CONVERSATIONS

Build and sustain a foundation of trust and create a more open culture by taking the fear out of everyday performance conversations

Trust is a cornerstone of any high-performing culture. Without it, we make assumptions that may not be true, but that can drive our thinking and actions. Conversations become edited. Having high-trust, conversations (formally or informally), is vital to individual and team performance, whether these are with the most talented people or when having to confront difficult issues with others.

In this 3 hour session you will explore:

- * Know how the foundation of trust is built and sustained
- * Have confidence in your choices and a willingness to have the conversations that matter
- * Recognise the mindsets we hold that limit our ability or motivation
- * Link the power of a more open culture to improved mental wellbeing





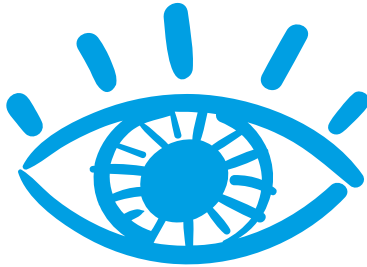
MASTERCLASS



Hone your unique leadership style
with these masterful sessions

REMARKABLE LEADERSHIP

PART 1



How Emotional Intelligence can help us, as leaders, to see the best in ourselves and others

We create a journey of self-awareness in this workshop through the lens of Emotional Intelligence, to explore how we can relate and perform at our best and allow those around us to do the same. This lays the foundation for us, as leaders, to positively influence the success and engagement of those we lead and manage. It also allows us to identify individual triggers and unhealthy behaviours that may limit leadership, and to discover strategies and new habits to build healthy relationships through intentional actions and experiments.

In this 3 hour session you will explore:

- * Building a team who thrive with perpetual Leadership 101 - Who am I as a leader and the power of a growth mindset
- * What is Emotional Intelligence and why is it important to leadership?
- * Going deeper into EI - the foundations of relationships and life positions
- * Exploring better choices to strengthen your leadership potential

*full or 'lite' EI profiling available, please ask for more info

REMARKABLE LEADERSHIP

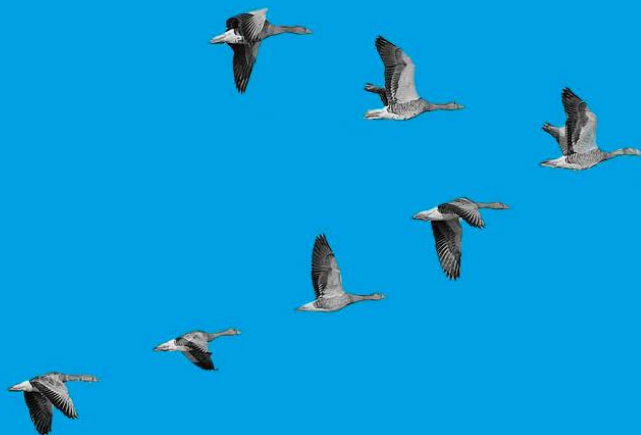
PART 2

Using Host Leadership to create a team climate where everyone can fly

Host Leadership is a powerful and practical metaphor to enable leaders to create the right environment for everyone to flourish and shine. Adapting our style and stepping into the different host leadership roles also means we can shape team culture and climate, cultivate psychological safety and high performance and navigate the different phases of team development with greater effectiveness. We also explore how to build strong and trusting relationships with others to create remarkable results.

In this 3 hour session you will explore:

- * What is a team?
- * Host leadership - a deeper dive
- * The phases of team development
- * Trust as the foundation
- * Creating the right environment for trust to flourish





WILDERNESS LEADERS

In an increasingly uncertain world, navigate the unknown and lead your team with transparency and courage

This session will help you to learn from some of the great explorers through time-tested principles step out into the unknown with grace and confidence. Understand how to shape emergent strategy and bring people with you on the adventure based on trust and transparency.

In this 3 hour session you will explore:

- * Understand the value of 'flexible optimism'
- * Manage others state and stay thinking clearly under pressure
- * Explore the importance of values, purpose and integrity
- * Combine planning and 'leading by hypothesis' to create strategic clarity, even in uncertain times
- Bring people with you on the journey





THE LEADER AS COACH

Creating an empowering team culture,
one conversation at a time

Coaching has been a relatively common concept in organisational life for many years now but all too often it remains a skill applied primarily for in-depth developmental conversations. Those are important conversations, but the core skills of coaching can be applied much more flexibly in everyday leadership. That is what this session focuses on. How can we transform our awareness through learning deep listening skills? How can we shift our conversations to become moments of co-creation and inspiration? How can we spot when to step forwards and when to step back so that our colleagues feel empowered and supported so they can learn and grow?

In this 3 hour session you will explore:

- * What is the role of a leader as coach?
- * Barriers to listening
- * Dialogue mindset
- * Powerful questions
- * S.H.O.W, don't tell



COACHING LIKE A PRO

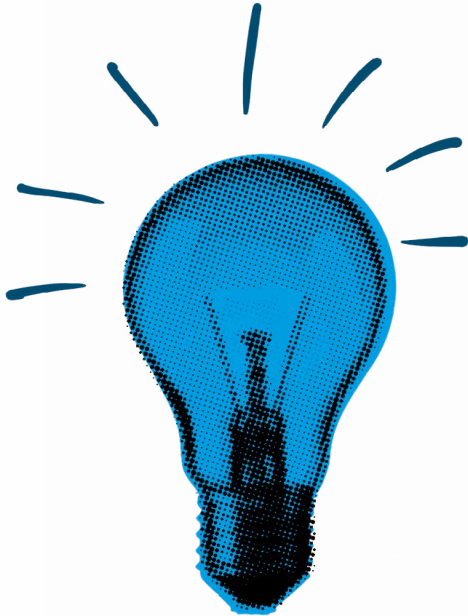
PART 2

For the next level of coaching brilliance, broaden your toolkit with creative and logical problem-solving techniques to unlock potential and achieve amazing results

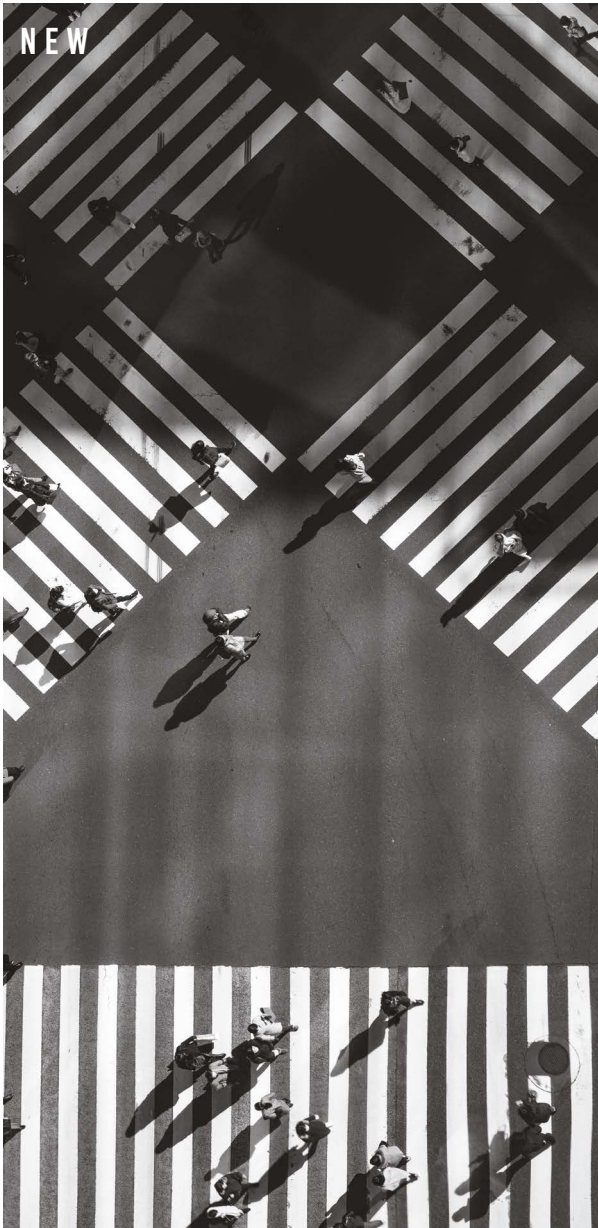
Take your coaching skills to the next level with a broad array of tools to stimulate both creative and logical problem-solving capabilities. Learn how to flip perspective and harness the power of visualisation to create more lightbulb moments. Using models that expand on the foundational framework of GROW, you'll be able to help your team to delve deeper to find their own solutions for all kinds of challenges.

In this 3 hour session you will explore:

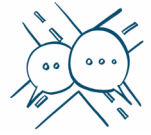
- * The mechanics of problem solving
- * Creative coaching tools to flip perspective and address the trickiest of challenges
- * Visualisation techniques to positively approach anything from planning to performance, presentation to promotion



NEW



MASTERCLASS



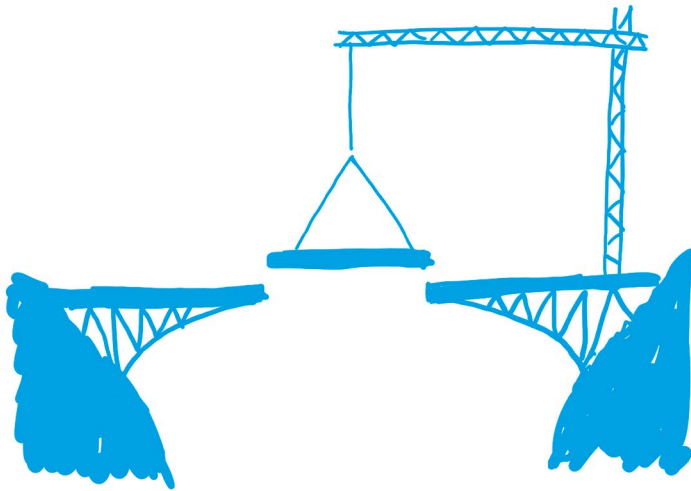
CROSSROADS CONVERSATIONS

Get to grips with challenges and conversations that don't have a win/win outcome

A "Crossroads Conversation" is one where the desired outcome is to create value and/or take action that will have a significant impact on the business. The stakes are high, consensus may not be an option and the outcome might lead to changes of strategy, course or people. Pretty heavy stuff, right? All the more reason to prep properly.

In this 3 hour session you will explore:

- * Your business's Crossroads Conversations (and why people don't have them)
- * R.A.T.s (that's Relationship Awareness Theory, not rodents)
- * How motives, strengths and personal filters affect our communication and behaviours
- * Case studies and scenarios to understand how we can identify motives and plan for successful "Crossroads Conversations"



CHALLENGING CONVERSATIONS

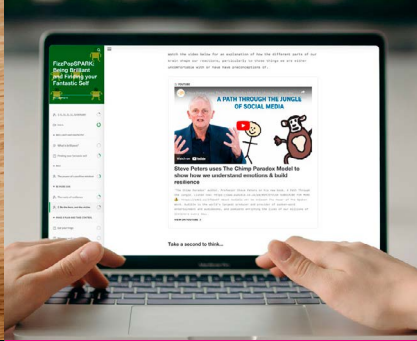
Giving you the tools to act and react in the bravest way possible when having tough conversations, to minimise the fall-out and move on in a positive way

If you were to ask any group of leaders what the hardest part of their job is, nearly all of them would say 'giving someone bad news.'

Giving bad news is never easy, but preparation is key to help minimise the fall out. By exploring why the conversation needs to happen in the first place, alongside the mindset you need to have and the emotional responses to expect, the prospect of tough conversations becomes more manageable.

In this 60 minute session you will explore:

- * How to prepare for the best possible outcome
- * Emotional responses to change and the strategies to minimise them
- * How your mindset and approach can set the right tone
- * A conversation guide to set you up for success



INTRODUCING...

fizzPOP SPARK

Engagement, learning and action for everyone, whenever and wherever they need it

To reinforce and embed learning we offer FizzPopSPARK: Culture, Leadership & Learning On Demand

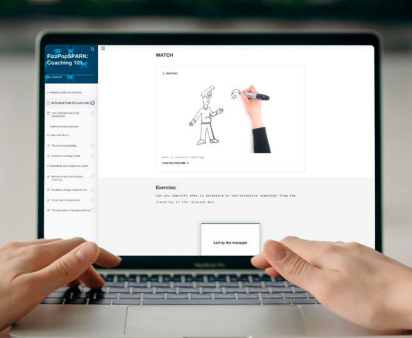
FizzPopSPARK allows you and your teams to access a library of self-led FizzPopBANG content based on our hugely successful Bite-sizes.

These allow self-reflection to happen at a time to suit you best and in a format and pace that caters to all learning styles. Giving opportunities to discuss, coach and practice with others when needed.

To find out more just hold your phone camera over this QR code...

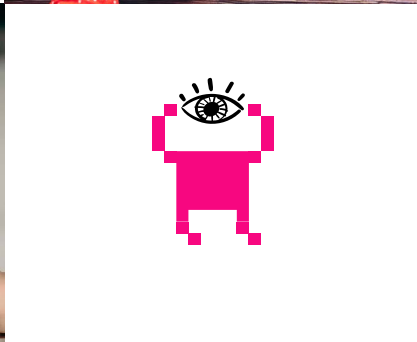
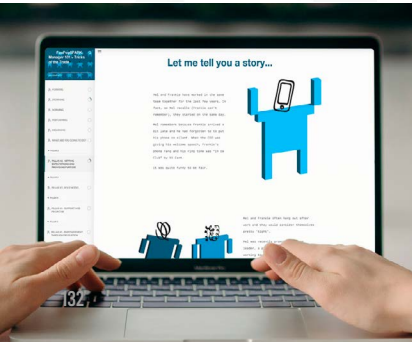
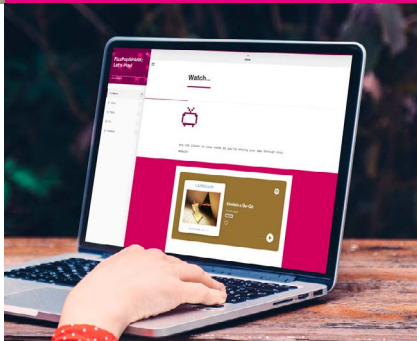


Or explore a taster lesson Sign up and by your license



“
Relevant,
fresh, fun

“
Interactive with many different digestible sources of info (loved the Spotify playlist!), downloadable resources, fun graphics, had personality – loads of good things!!!



Great coaching conversations help you discover your own solutions to create the career and life you want; whether that's heading towards your dream or goal, or to get to grips with a challenge you're facing today

We work with people to...

- * Embed learning
- * Fast-track high performers
- * Develop career and progression
- * Thrive with change and transition
- * Travel from mate to manager and manager to leader
- * Deal with tricky situations
- * Cultivate a coaching culture
- * Build confidence
- * Work with limiting beliefs



"When training is combined with coaching, individuals increase their productivity by an average of 86% compared to 22% with training alone"

PERSONNEL MANAGEMENT ASSOCIATION



ONE-TO-ONE COACHING

A journey of self-exploration...
Packages of three or five individual, personalised coaching sessions to fit any challenge*

GROUP COACHING

We deliver this on a spectrum from less directive, openly structured **Developmental Coaching** conversations through to more directive, skills and knowledge transfer based **Active Coaching**. Both options are for max 3 participants and are a really cost effective way to give access to coaching and to build a network of peer learning and support. We can tailor our approach depending on your needs.

- * **Developmental Coaching** can be used when there are no clear learning outcomes at the outset or the coachees are highly skilled but looking for behavioural or mindset change or support with problem solving or innovation.
- * **Active Coaching** includes curated pre-work and stimulus from our Bite-size modules or bespoke topics blended with coaching and/or mentoring conversations to help build capabilities and transfer new skills.

*Gallup® and Strengthscope® coaching available on request

PRICING

BITE-SIZE WORKSHOPS

HALF DAY

FULL DAY

Live

Virtual

£3.5K*

£3K*

£5.5K*



Prices include facilitation and a printed or digital journal, as well as pre and post work

*10% off the related FizzPopSPARK Pocket Guide or Bundle

SCOPING SESSION

From
£2K

Creating clarity and commitment,
and the articulation of a brief

CONTENT DESIGN

Full day consultancy from
£2K

REFLECTIVE LEARNING

FIZZPOPCOACH

3 sessions

£1k

5 sessions

£1.5k



BITE-SIZE BOOSTER

£600

per person
(includes 2 sessions)

COACHING CLINIC

£500





We are
**FIZZ
 POP** 
BANG 
 BRAND EMPLOYEE
 ENGAGEMENT
 Specialists

WE HAVE A MISSION →

TO MAKE THE NATION
 WHISTLE ON THEIR WAY TO WORK

We do this by working with companies
 across all industries to build brilliant,
 authentic internal cultures that help
 people be their best everyday and
 produce amazing results.

It's as easy as...

FIZZ + POP = 

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