

Focus on Developing High Performance Teams and Facilitation Workshops

Just perfect actually! Thank you so much Annie. **Matt Patterson Head of Bodily Injury, Admiral Group.**

Fantastic, engaging, passionate and pragmatic, it was a pleasure to spend the day in Annie's company.

I'd thoroughly recommend Annie. She delivered an extremely thought-provoking session with no judging, instead it was designed to be interactive and to draw out the thoughts of all managers in the room. Constantly ensuring that everybody was comfortable with the speed and content of the session.

Annie delivered a very professional yet relaxed day for us, guiding us to the results we wanted to achieve through the day. Empowering staff to use their initiatives and make decisions

The session will assist in ensuring more joined-up thinking within the business and ensure a better understanding of how and why we do what we do. Hopefully making all leaders more effective. We will have a clearer, more focused management team enabling us to disseminate the actions throughout the company. **Firerite Senior Leadership Team**

The Board Development Day created the right atmosphere for open debate and generated a focused action plan. Facet5 was very useful and gave us a more educated approach to other people's personalities and traits. **We have shared things here that we have never said, and we wouldn't have otherwise said back in the office.** The high-performing team-building activities were really effective, and the day provided an open forum to air opinions and to appreciate team members and their drivers more. We would definitely recommend you – but not to our competitors! **Simon Jehu, MD of JEHU Group**

The Wallich is a registered Charity fighting to end homelessness in Wales. Our mission comprises of three elements; to get people off the streets, keep people off the streets and create opportunities. We currently have 400 staff, and we turn over around £15m annually. As one of the top 10 largest charities in Wales, strong governance, leadership and operational excellence is pivotal to delivering quality on the front line. As part of ensuring our standards remain high, we have worked with Annie Thompsett both as a facilitator and a leadership coach. Annie's facilitation skills are second to none and she is our first choice when arranging trustee development or strategic planning events. Annie brings considerable experience and expertise to her role. Her interpersonal style equips her to navigate the strongest of challenges while maintaining the engagement of all participants. I can say with confidence that Annie's involvement with The Wallich has resulted in enhanced trustee performance, a sharper strategic approach and consolidation of our values throughout the organisation. This improves our ability to support people affected by homelessness. **Lindsay Cordery-Bruce, CEO the Wallich**

Most progressive meeting in my 13 years in business! Facilitation was excellent and would definitely recommend Annie! **Board Development Day and Team Development Day – Leighton Morgans, MD Waterstones Homes.**

Annie and Jake designed and facilitated a **high performing team-building day** for my fellow directors and me. They conducted the day in such a manner that we were all able to speak openly and honestly and we unanimously agreed the event was hugely beneficial to us all. We have further team building events planned with Annie and her team, for other teams within the organisation. **Marc Jehu, MD of Jehu Project Services**

Many thanks for facilitating our group sessions, they exceeded our expectations. After the background and context of the planned sessions were obtained, Annie took the time to fully understand the desired outcomes and to ensure there was mutual understanding. The sessions were designed and planned around our requirements, and we were provided with the tools that would best help the group progress. They were well structured and well delivered by Annie who is highly qualified, friendly and runs everything professionally. Annie demonstrated flexibility, patience, and puts people at ease as well as stimulating participation and guiding the group to solve our own problems in an environment where decisions, solutions and conclusions could flourish. Outcomes, actions and decisions were properly recorded. Very, very useful and big thank you! **Linda Wells, Head of Underwriting, Admiral Group**

Testimonials Focus on Coaching Skills, ILM & CMI Training, Facilitation and Leadership Development

Annie is a coaching guru! She brought the programme to life with her examples of coaching practice and was very generous in sharing her knowledge, tools and skills. I thoroughly enjoyed the programme and as a team we are very keen to roll this out within Admiral. **Gareth Jones, Manager, Training Academy, Admiral.**

Annie and her team are obviously experts in this field and used good examples to illustrate the points. The course exceeded my expectations as I already use some of the models and tools and did not expect to get as much as I did from the programme. I have learned loads and realised different ways of using the materials I already have. The practical sessions have been really useful, and we have tackled some real issues successfully. **Sandie Dunn, Senior Manager Legal and General.**

Admiral Leadership Programme Coaching Support and Training - what benefit (if any) you received from the coaching support on the programme?

- I can identify my own strengths and weaknesses and take an overall view of situations and how best to deal with them.
- Practical Support to address challenges. Insights into strengths, areas of development challenging my bias

- I am more self-aware, understanding of my stress triggers and of effective counterbalancing actions.
- Definitely, highlighting traits like being an extrovert. Was given some actions which really helped. Facet 5 was eerily accurate and loved info to provide to line manager.
- It was great to talk through scenarios without bias.
- The coaching was extremely beneficial. Annie has an excellent style which helped me to ask and answer questions about myself and why I approach things the way I do. Through the coaching I have allowed time to reflect and set actions as well as increasing confidence in my own actions. I would highly recommend Annie as a coach.
- Yes, I feel as though I am better at listening and taking in what people are saying. I also feel that I'm better at thinking of the bigger picture when it comes to finding solutions for problems anyone in my team is having or thinking of their career progression.
- Gave me focused areas to address.
- Annie's coaching has genuinely helped me to get through this year. She helped me understand my strengths and areas for development, helpful insights and gave me confidence building activities.
- It was things that I was already aware of. Challenging to ensure that I do 'try' to change was great.
- Better understanding of strengths and weaknesses and acknowledging difference to my perception. Skills that I have used as my team is growing to coach my team to deal with complex situations without needing my involvement.
- This has been great. Helped me reframe situations and help my confidence. Thank you!