

empowered change

news

edition two

April 2024



**UNLEASHING  
POTENTIAL**

**DELIVERING  
RESULTS**

TRANSFORM YOUR  
BUSINESS AND PERSONAL  
GOALS THROUGH  
**EMPOWERING  
YOUR PEOPLE**

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Vicky Docker -  
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Empowered Change Ltd



# 'UPSKILLING'

## HOW EFFECTIVELY ARE YOU UPSKILLING YOUR MANAGERS AND LEADERS TO DELIVER A POSITIVE IMPACT ON YOUR BUSINESS?

-  **Are you managing or leading a team?**
-  **Do you find it impossible to keep up with the ever-changing high level of demand?**
-  **Are you constantly exhausted?**
-  **Do you feel unfulfilled, and that you are not having the impact you want to see?**
-  **Work/home off balance and the lines between both are blurred?**
-  **Do you feel that you are less effective in engaging impactfully with your team, and stakeholders?**
-  **Would you like to deliver impactful outcomes and results for the organisation you work for?**

## TODAY'S WORKING CULTURE

We work in a highly demanding working culture with tight budgetary constraints. More delivery is expected with fewer resources. There is a recognised skills shortage in the UK. Innovation, collaboration, and effective ways of working are essential leadership and management skills. Increased productivity is a priority. Most organisations have less money and time to develop their people. Many of us experience burnout, poor mental health, and change fatigue. Engagement is at an all-time low.

### WHY DO YOUR EMPLOYEES LEAVE YOUR ORGANISATION?

Your people leave your organisation typically for three key reasons.

1. Poor relationship with their manager
2. Lack of professional development
3. Lack of career progression

## GOOD NEWS!

After all of that, you will be relieved to hear that I have good news for you! You can make some simple changes right now that will help you to improve how to manage and lead your teams to regain control. You can go home with a sense of achievement, and see your people feeling purposeful, engaged, and delivering impactful results.

# 'ANSWERS'

## YOUR EMPLOYEES HAVE THE ANSWERS – ARE YOU ASKING THEM THE QUESTIONS?

Your people have an untapped source of potential. You don't need to have all of the answers and carry the burden yourself. Together as a team, you are stronger. You can share the load and reap the benefits together. All of this is possible when you know when to ask questions and listen.

All of the above challenges you said yes to earlier can be resolved through upskilling all of your managers at all levels to learn the art of Operational Coaching.®



## MY STORY

Seven years ago, I completed my ILM 7 in Executive Mentoring and Coaching with Notion. I have always been a believer that you gain better impact and results with your people through coaching. I wanted to further enhance my skills. My manager at that time encouraged me to gain this accreditation and development to enhance my skills and impact further.

This development programme transformed my approach to how I both managed, led my teams, and worked with my stakeholders. A key learning that I implemented was sharing the outcomes that we needed to deliver as a team.

I asked for their input about how we could achieve them. I found that they eagerly engaged and shared great ideas. We worked together to build the plan.

My team knew what roadblocks and problems that we needed to anticipate. They usually had great ideas about what we could do to improve the situation. Together we would innovate, enjoy a shared sense of purpose, and feel proud about the results and impact we delivered. We celebrated each other's achievements.

# STAR® MANAGER PROGRAMME BY NOTION

I have partnered with Notion, who trained me. I believe in their approach to educating and embedding the knowledge and skills in an easy-to-learn way. I believe these skills help to transform your ability to work more effectively and achieve higher results through your people. I want to share this value with you.

STAR® Manager has gained many awards for the well-established and credible behaviour change, and leadership programme. They were recognised by the Government for being able to evidence the impact of how an Operational Coaching® style of management can drive productivity within the workplace through an academic study undertaken by the London School of Economics (LSE). This involved 62 organisations across 14 sectors. The STAR® model delivered significant improvements and a measurable return on investment in just 6 months.

STAR® Manager is an online, experiential, management skills training programme developed to improve the capability of anyone with line management responsibility for others, by enabling learners to incorporate coaching-related behaviours into their everyday management style, a skillset that has been shown repeatedly



to increase employee engagement, productivity, and the performance of teams. I provide your managers the solution to have a greater impact to unlock their untapped potential. As a partner I provide Notion's STAR® Manager and this means that I can support your organisation to develop your manager and leader's Operational Coaching® style of management.

## What value will you gain in your organisation?

The LSE study shared evidence that by implementing the STAR® model it delivered 74 times the return on investment during six months recorded at £19m ranging from revenue generation to cost-saving activities.

You will see tangible results like a reduction in your absence rates, reduced attrition, an increase in your employee's engagement, increased productivity, higher quality, and quantity internal progression, improved innovation, and ultimately your organisation's results.

## Are you interested in finding out more?

Let's have a no-obligation conversation to see how this programme can transform your organisation.

CLICK HERE



# 'EMPOWER HER'

STRATEGIES TO ATTRACT, DEVELOP, AND RETAIN FEMALE TALENT. COMPLIMENTARY WORKSHOP FOR HR LEADERS.

**23<sup>RD</sup> APRIL, 11.30 TO 13.00 GMT.  
BOOK TODAY AS TICKETS ARE LIMITED**



**Did you know that on average there are 28% of women in Executive-level roles?**

**How well are you attracting, progressing, and retaining your female talents in your organisation?**

## **WHO IS THE WORKSHOP AIMED AT?**

HR leaders who are creating strategies to attract, recruit, onboard, develop, and progress women.

## **Is this you, or do you know others who would find this of value?**

In the 90-minute workshop, you will get the opportunity to collaborate and share ideas with others. You will work in small groups. You leave the session with practical ideas to implement in your organisation.

To secure your place click on the below link. There is no cost to attend this workshop. As there is limited space please book a maximum of two employees from the same organisation.

**CLICK HERE**



## **KEY TOPICS DISCUSSED**

**CURRENT TRENDS:** Explore recent statistics and trends that shed light on the status of female talent in UK workplaces, including challenges and opportunities.

**DESIRED EMPLOYER ATTRIBUTES:** Discuss the qualities and characteristics that women prioritise in an employer, such as inclusive culture, flexible working arrangements, opportunities for advancement, and support for work-life balance.

**SHOWCASING PROGRESSION:** Examine effective ways to promote strategies to highlight the career advancement of women within your organisation, fostering an inclusive and diverse workplace environment.

**ATTRACTION STRATEGY:** Develop a tailored approach to attract female talent, incorporating recruitment methods, employer branding efforts, and diversity and inclusion initiatives relevant to the UK context.

### **TALENT DEVELOPMENT AND IDENTIFICATION:**

Learn practical techniques for recognising and nurturing female talent within your organisation, including mentorship programs, skills development initiatives, and leadership training.

**ENGAGEMENT AND EMPOWERMENT:** Explore strategies to engage and empower female employees, such as creating a supportive workplace culture, offering opportunities for professional growth, and promoting gender equality and diversity initiatives.

**MITIGATING TURNOVER:** Discuss common factors contributing to female employee turnover and develop strategies to address them, such as implementing flexible working arrangements, providing career development opportunities, and prioritising work-life balance initiatives.

## EDUCATING EMPLOYERS

Following the first successful EmpowerEDInclusion empowercast with Alex Manners about his experience with Aspergers, the second was launched with Katie Buckingham founder of Altruist Enterprises on 12th March.

Vicky and Katie explore how best to support employees about mental health and wellbeing. 9 out of 10 employees are currently experiencing burnout and 1 in 4 of us will experience Mental health illness each year as noted by Mental Health England.

Here is the link to listen to the Mental Health and Well-being Podcast.

CLICK HERE



## CHANGE FATIGUE TALK 12<sup>TH</sup> MARCH WITH



Ashley Kate  
HR & Finance

EVERSHEDS  
SUTHERLAND

### Speakers:



Jenny Mann  
Partner  
Eversheds Sutherland



Vicky Docker  
Director  
Empowered Change Ltd

Discussing the topic:  
'Managing Change Fatigue'

Click here  
for an overview  
of the session.

CLICK HERE



## EMPOWERED CHANGE SERVICES BROCHURE

View the brochure here.

CLICK HERE





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