

Mental Health Support

Workshop - 2 Hours

Anyone can be affected by a mental health condition, either personally or supporting a family member, friend or colleague. This course is suitable for everyone as it provides learners with the knowledge to recognise a suspected mental health condition and the skills to start a conversation and be able to signpost a person towards professional help. This course is a great stepping stone into First Aid for Mental Health introducing the basics.

Anyone can be affected by a mental health condition, either personally or supporting a family member, friend or colleague. It is key to have the skills to start a conversation and be able to signpost a person towards professional help.

Content

The Mental Support workshop creates a space to openly discuss mental health and the challenges it brings to the work place as a employee or manager whilst sharing tools to feel equipped to have safe and empathic conversations.

- Understanding mental health
- How to have a mental health conversation
- Effective questioning and reflective listening
- Reading messages
- Vicarious Trauma
- Understanding when to refer on
- Offering Support
- Keeping productivity

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face. With the option to be extended to a half day with more detailed information and examples.

For managers, there is the option of one day workshops with more practice and further information.



Anti-Bullying & Sexual Harassment

2 Hour Workshop

Bullying and harassment can have a deep and lasting impact on people and, inconceivably, to those who have not been in that situation – it is an experience that provokes its victims, rather than its perpetrators, to feel guilt, anger, remorse and shame. When an employee is in a precarious work situation, often harassment incidents are endured as the person is terrified of what will happen to their income and job prospects if they take action. This can cause people to keep quiet and not report incidents until either they leave the company or other people speak up. Whether the harassment is inappropriate comments, texting, insensitive jokes or touching, if it makes a person feel uncomfortable it is labelled as harassment.

To help support your employees to fully understand all aspects of harassment and help to raise awareness of what victims can and should do in the event of such treatment.

Content

The workshop will protect the rights and safety of your employees and avoid ending up in a tribunal for a constructive dismissal claim that may end up in tribunal.

Boundaries - that there is clarity on what constitutes bullying and sexual harassment

Legislation - Introduced to key legal requirements and best practice

Implications - 'Clumsy, creepy or criminal' – understanding the implications of behaviour

Examples - Explore positive and less-positive examples of organisational practices

Clarity - Challenge your thinking and behaviour and ensure that everyone leaves with a clear understanding

Support - Know how you can be personally supported if you are a victim or a manager of a victim of harassment

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face. With the option to be extended to a half day with more detailed information and examples.

For managers, there is the option of one day workshops with more practice and further information on internal policies and processes.



Anti Racism & Allyship

60 - 90 Minute Workshop

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Creating and maintaining an inclusive culture is a priority for any organisation. Unfortunately, inappropriate behaviour such as racism, bullying, sexual harassment and other conduct contributes to a toxic culture. Often, the behaviours and comments may simply be clumsy and the person giving them may not be aware of the impact on people. However these micro-aggressions can be hugely detrimental, leading to stress, anxiety and mental health problems. As we are seeing in the news, it can be deeply corrosive and damaging if these behaviours and attitudes are normalised over time. That is why it is essential for everyone to know how to speak up when problems arise.

Often, bystanders feel powerless to intervene when they witness inappropriate behaviour or they feel concerned about where they would stand in terms of liability if they were to step-in to situations.

Content

The Allyship workshop creates an environment where people can safely and openly discuss the issues and solutions behind challenging, intervening and reporting behaviour, such as inappropriate comments, harassment and discrimination.

- To ensure that everyone understands their responsibility in eliminating bullying and harassment
- Overcoming the initial fear of tackling challenging situations
- To understand the role an 'active bystander' plays and how to intervene effectively
- Tools for challenging informally
- Personal effectiveness techniques
- Intervening safely using the 4 D's
- Listening and supporting colleagues or team members
- Scenario activities to encourage discussion
- How to report inappropriate behaviour

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be extended to include members of your own organisation involved in safeguarding who may want to add internal policies or safety information.



Male Allies for Women's Safety

60-90 Minute Workshop

Over the years there has been an increasing spotlight on the safety of women. It is all too common for women to feel at risk, even when simply going about their daily lives. Public events over the last few years have shown just how crucial it is that we seek the support of men in helping to prevent violence against women and girls. Women who have previously accepted that they live in constant fear for their safety are now asking for positive action and are seeking immediate help for permanent change.



The Male Allies Workshop provides an environment where men can understand more about the issues and safely discuss and share suggestions on how they can support women.

Content

The facts – how much of an issue is this?

Dismantling the pyramid – how all men are part of the solution

Signs and Intervening - recognising warning signs and intervening in situations where boundaries are being crossed

Allyship - What does it take to be an ally?

Active Bystander - Being an active bystander when witnessing something inappropriate

Actions - Personally taking actions to ensure women feel safer

Responsibility - Allowing managers to consider what they need to be doing to ensure that their female employees are safe, particularly in hybrid working world

Format

The sessions are facilitated by Gillian Jones-Williams and should include senior male leaders from the business.

Gillian is the Founder of the RISE Empowering Women's Programme.

She is also a Patron of Aurora New Dawn, a charity that supports survivors of domestic abuse, rape and stalking.

The workshop can be extended to include members of your own organisation involved in safeguarding who may want to add internal policies or safety information

Difficult Transitions

Webinars | Coaching | Resources

Sometimes events happen in life that challenge us and change who we are. As well as the massive personal effect, these changes can test our performance and engagement at work, so it is vital that managers and teams support individuals through their difficult life transitions. These challenging life events could be anything from fertility struggles, miscarriage and loss of a child to bereavement, divorce or illness. Going through these changes forces us to let go of familiarity and face a feeling of vulnerability as well as a wide range of emotions that can be consuming and distracting.



Supporting colleagues through difficult transitions creates an environment that is safe and nurturing through any vulnerable time, achieving this is vital to creating an inclusive culture through psychological safety.

Content

Webinar: Educational colleague webinar on supporting through Difficult Transitions

Resources

Videos:

- Supporting Colleagues through Difficult Transitions
- Managing through Difficult Transitions

Employee Guides:

- Identifying when a team member needs support
- Supporting a team member through the Difficult Transitions

Including any telephone/online support lines.

Format

The workshops, webinars and coaching are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The webinars and resources can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.

At Emerge we provide a variety of different supportive coaches, however we also have expert therapists we can refer to.

EDI Diagnostic

The Vital 100 Tool

The Equity, Diversity & Inclusivity (EDI) Vital 100 is a critical tool for anyone focusing on the current and desired state of Diversity in their organisation. It has been created using over 20 years of experience and research by industry experts and consultants at Emerge Development Consultancy Ltd.

Workforce equity, diversity and inclusivity has become an increasingly vital component in the business world. There are solid reasons for this trend and research shows that a more diverse workforce is linked to rising company productivity levels, which directly correlate with increased profitability. Businesses today are recognising the bottom line value of diversity when hiring, developing or promoting their employees. Equity being the process of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual. This EDI tool is a robust online tool that has been designed so that it can be used by any size of organisation, within any industry.

The **EDI Vital 100** diagnostic considers seven crucial areas:

- Measurement
- Leadership
- Policies and Practices
- Talent Solutions
- Communication
- Strategy and Action Planning
- Culture and Engagement

Organisations will gain a distinct advantage by utilising the insight and data from this comprehensive diagnostic and working with Emerge to formulate their strategy.

Equity will only exist when we create fair access, opportunity, and advancement for all those different people.

Diversity is when we recognise and value difference in its broadest sense. It is about creating a culture and practices that recognise, respect, value, and embrace difference for everyone's benefit.

Inclusivity refers to an individual's experience within the workplace and in wider society, and the extent to which they feel valued and included. Equality, Diversity and Inclusivity are different things and they need to be progressed together.



EDI Diagnostic

The Vital 100 Tool

The EDI Vital 100 Diagnostic is most effective when there are contributions from a variety of people in the organisation. This can be administered to individuals in one department, steering groups or perhaps individuals from across multiple departments so that a broader perspective can be gained.

It is important for companies to act now – ‘paralysis by analysis’ truly stifles action and we believe that just enough information can greatly accelerate a plan of agreed action.

The tool explores the commitment and practices of the organisation towards EDI by measuring and reporting on seven crucial areas. It then examines three levels – Sustainable, Evolving and Compliant. It is likely that most organisations have taken some action at each of these levels already. However, the diagnostic brings clarity as to where activity has happened, where the gaps are, and where further investigation or action can be taken.

The EDI Vital 100 offers depth and coverage across seven crucial areas. The questions are a result of intensive research, design and testing for robustness and relevance. The questions are also extremely straight forward and can be answered with a simple ‘Yes or No’ to minimise subjectivity.

Sustainable

- Industry leading action is being taken
- Policies are embedded and championed by all
- EDI is considered as a strategic priority
- Communication is effectively embedded in the people strategy
- Leaders are highly supported and authentic role models of EDI
- Leaders are measured on their commitment to EDI
- Results are being measured, analysed and used for further action
- Lessons are being learnt and continuous improvement is happening

Evolving

- Recognition of strategic importance
- Communication is happening
- Analysis of current situation has been activated
- Measurement is in place
- Leaders have been trained on D and I
- A strategic plan has been designed and activated
- Staff surveys indicate that action is visible
- Training on behaviours is under way

Compliant

- There is recognition of the need to act
- Action is being taken to ‘tick the boxes’
- Required policies exist and are accessible
- Basic audit processes are happening
- i.e. record keeping/Gender Pay Gap reporting
- Systems are in place to track metrics
- Leaders and staff are aware of the organisations intentions
- EDI is on the agenda
- Basic training has been implemented



Once an organisation has completed the EDI Vital 100 Emerge will provide a thorough report. This is then accompanied by a facilitated conversation that will help to shape a plan of action.

If required we can appoint an expert coach to support the action plan.

Conscious Inclusion

90 Minute Workshop

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Diversity is a complex subject - it is those human qualities that are different from our own and outside the groups to which we belong, yet present in other individuals and groups. It is important to understand how these dimensions affect performance, motivation, success and interactions with others. Today's best practice diversity management involves creating an inclusive organisational culture that values, embraces and celebrates individual differences.

The subject of conscious inclusion has to be introduced carefully to give people a paradigm shift that encourages them to take a really good look at how their behaviour could impact on other people

Content

The Conscious Inclusion workshop provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in being able to actively challenge, and ensure that they have a greater understanding and connection with people who are different to them.

- To ensure that the organisation creates a climate of inclusivity through educating employees
- To understand how to overcome natural bias
- To ensure that the organisation is dealing effectively with racism or harassment
- To set the boundaries and ensure that there is clarity on what is appropriate or inappropriate
- To understand your role as a leader, people manager or supportive employee in eliminating bias and creating an inclusive culture

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture including any EDI diagnostics already carried out.



Inclusive Leadership

2-3 Hour Workshop

Embedding Equity, Diversity and Inclusion in the forefront of your leaders minds to one of the primary roles of 21st leadership. Leaders will further understand the responsibility they hold to create inclusive environments, the actions they should take moving forward and the support to offer continuously in order to improve employee engagement and a strong sense of belonging.

The subject of inclusive leadership begins with leaders taking a really good look at their authentic self and their values before considering how that reflects their leadership style and the moral of their team.

Content

*This workshop is aimed at equipping managers to be authentic and inclusive leaders. It provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in being able to actively challenge, and ensure that they have a greater understanding and connection with the diverse range of people in their team.

- Setting the context
- How much do you know?
- Bias – do we all have it?
- Analysing the Inclusive Leadership Self-Reflection Questionnaire
- What is inclusion and why does it matter?
- When does “banter” become bullying or racism? Is it alright to say.....?
- My responsibilities as a leader
- My responsibilities as an Ally/bystander
- Keeping the team climate appropriate
- Actions to take now and in the future.

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.



Inclusive Recruitment

2-3 Hour Workshop plus practice session

Proactively challenging mindsets around hiring to understand bias and how to reduce it results in more consciously inclusive hiring decisions. Managers will consider the importance of EDI within recruitment as well as leaving with the appropriate tools to take positive action to be committed to building an inclusive team culture. Throughout creating a truly inclusive hiring process the organisation should see higher performing teams and lower new starter attrition.

The subject of inclusive recruitment begins with managers understanding their own biases through assessing their hiring techniques, exploring their practices to then consider any future decisions and actions.

Content

The Inclusive Recruitment workshop provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in their hiring decisions and ensure they are creating an inclusive environment for their team and the organisation.

- The role managers play
- Scoping Meeting with HR Partners
- An ambassador for EDI
- Creating Job Descriptions
- Job Advert Reviews
- Editing a Job Description
- CV Sifting Matrix
- Shortlisting
- STAR Questioning
- Positive Action Vs Positive Discrimination
- Building Rapport
- Questioning Styles
- Note Taking
- Selling the Role

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The first session covers theory and practical information and the second session covers in depth practice feedback.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.



Generational Diversity

90 Minute Workshop

Generational diversity is defined as having a wide range of ages represented among your employees and seeks to combat age discrimination (ageism). Age discrimination occurs when an employee or job candidate is treated differently because of his or her age. Treating someone differently due to their age can create difficult work environments and reduce motivation and productivity amongst teams. However it has been proved that mixed generational teams are highly efficient, innovative and creative.

The subject of Generational Diversity begins with people understanding their own biases regarding age and exploring how to get the best out of their team based on their age, experience and strengths.

Content

The Generational Diversity workshop provides a place to allow delegates to talk frankly about age differences in the workplace, understand more about how ageism happens and feels, become more confident in managing or working in a multi-generational team and ensure they are creating an inclusive environment.

- The five generational groups working in today's workplace and explore the meaningful differences between them
- Understand why generational definitions are a helpful lens in which you can view the workplace
- The challenges of generational diversity - Inter-generational conflict
- The benefits of generational diversity
- The consequences of not having generational diversity
- How a multi-generational workforce can learn from each other
- How to embrace generational difference and avoid ageism
- Inspiring collaborative working

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.



Menopause Matters

Workshops | Webinars | Coaching | Resources

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For women transitioning through the menopause a career contributes far more than just a salary, it can provide fulfilment, self-esteem, identity and social needs. However, often the symptoms of menopause can impact on the way women feel about their career and their future. The workshop is aimed at women going through menopause who want to reevaluate their careers and find excitement and confidence in planning for the future. There is an option for coaching individuals or groups. Workshops and resources can also be offered to managers and leadership to ensure they are educated and equipped to help individuals who are transitioning through the menopause at work.

Menopausal women are the fastest-growing demographic in the workplace and lack of support during this psychological and physiological change is the reason middle-aged women are leaving jobs at a high rate

Content

Format

Workshop:

- Life by design – finding the energy to plan!
- Re-finding purpose and meaning
- Sustainable long term career options
- Powerful goal setting
- Full time working or semi-retirement, deciding what works for you?
- Developing a growth mindset – identifying development needs

Webinar: Educational colleague webinar on menopause

Resources

Videos:

- Supporting Colleagues through Menopause
- Managing through Menopause

Employee Guides

- Identifying menopause in a team member
- Supporting a team member through the menopause

The workshops, webinars and coaching are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshops, webinars and resources can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.



Second Spring Short Seminars

**45 minute action learning sessions with
tools and informal coaching**

Supporting women in taking control of their life whilst transitioning through the menopause with the use of the Chinese Traditional, Medicine concept of 'Second Spring' as a period of personal growth.

1

Creating a positive mindset

- Acceptance
- Reflecting on your transition and redefining your future
- Believing in yourself and managing the internal critic
- Changing self-limiting beliefs
- Re-programming your brain

2

The Importance of Self Care

- Putting yourself first
- Resetting boundaries
- Burdens and Boosts
- Recognising your own value
- Living in the moment - utilising daily mindfulness

3

Resilience and re-invention

- What makes us resilient?
- Being OK with the unknown
- Having the courage to try something new
- What does your new self-look like?
- Ensuring visibility and changing the perception of others

4

When the going gets tough...

- Life seasons - Life Winter, Summer and Emergence
- Learning to love your feelings
- Food and mood
- Dealing with ambiguity and moving forward creatively
- Finding strength when things are tough
- Gathering and utilising allies

5

Breaking boundaries

- This is the beginning, not the end
- Emergence – what's your calling?
- Realigning your vision
- Understanding how breaking boundaries works
- Redefining your values
- Passion and purpose

Neuro-Inclusion

90 Minute Workshop

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Introducing neurodiversity awareness to colleagues will open up conversations around neurodiverse individuals and how to understand the differences between them and the wider population who are neurotypical. Firstly, the workshop will raise awareness around neurological diversity and the range of ways it exists within individuals - considering how that may alter the way they behave, interact or perform. Additionally there is a need to build an environment where neurodiverse individuals can thrive and an organisation can experience the benefits they bring such as problem solving, innovation and data analytics.

Neurodiverse talent is highly in demand especially in the technology industry where the skills gap is closing so organisations are looking to remove any bias or discrimination to further recruit and retain the best talent.

Content

The Neuro-Inclusion workshop provides a space for colleagues to talk openly about neurodiversity in the workplace, understand more about the types of neurodiversity and feel more confident creating an inclusive environment for all individuals to thrive.

- Understanding neurodiversity
- Attracting and retraining neurodiversity
- Considering your workplace environment
- Managing neurodiverse talent
- The benefits of neurodiverse teams
- Creating a safe and inclusive environment for neurodiverse talent

Any more?

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.



LGBTQ+ Round Tables

Programme



Parental Support

Coaching | Resources

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This great transition can be a challenging and emotional time in a person's life with highs and lows that need consistent and transparent support. Offering coaching to parents 'to be' and returning parents can be highly beneficial for their mental wellbeing and engagement but also for retention within the business. Providing coaching sessions with supporting informational resources for managers to guide them through all parental matters including maternity/paternity leave, adoption and surrogacy means they are confident and well equipped for pregnancy, leave and return to work.

The subject of parental support is becoming increasingly highlighted in the news, and legislation changes, which shows that employers that this is a vital area to address and how they should be modelling best practice.

Content

The Parental Support programme provides a space for individuals and their managers to feel supported and guided through their journey with 1:1 coaching and supporting resources.

- Employee to feel confident in discussing Maternal/Parental leave and flexibility
- Line Managers to be confident in providing returners flexible work
- Support and maintain self-confidence and engagement with employee
- Boost retention of this important segment of the workforce
- All women and men are clear on their rights/HR process
- Line Manager responsibility
- Smooth and effective transition back to work
- Minimise impact on career progression
- Smooth and rapid resumption of performance

Format

The coaching sessions are run by maternity/parental experts from our EDI team and can be delivered virtually or face to face.

Employee Coaching Sessions

- Session 1: Employee still at work
- Session 2: Employee on maternity leave
- Session 3: Employee back at work

Manager Coaching Sessions

- Session 1: Employee still at work
- Session 2: Employee on maternity leave

Line Manager Guides or videos on each trimester.



Coaching Culture Strategy

Toolkit

At Emerge, we believe that a coaching culture is essential to ensuring the future growth of an organisation. When we work with organisations to implement a coaching culture, they experience savings on training budgets, more effective knowledge management, enhanced performance, greater team motivation and more time for leaders to be strategic. Developing a coaching culture requires a mind set shift. It encourages people to seek and receive feedback naturally and develop self reliance the goal being a workplace where a no blame culture exists and people constantly seek and share knowledge with other team members.

At Emerge, we have developed a toolkit for developing managers to be more effective coaches. The toolkit provides a “must have” set of models and clear instructions for coaches to use in a whole variety of situations, so it is an easy reference manual.

Format

We would train managers to be coaches using this toolkit and license and train in-house trainers to deliver it to managers.

We typically suggest us providing ongoing coaching and support to those in-house trainers on a regular basis.



Content



Executive Coaching

Coaching

As the need for executive coaching grows, organisations need to be sure that executive coaching provides measurable outcomes and value for money. Our sessions are therefore structured with coaches using an appropriate methodology for tracking and recording progress. In many organisations the executive coaching function has organically evolved, which means that the quality of coaching interventions is very difficult to assess, fees can be unstructured and measurement is not as robust as it needs to be.

To provide you with the very best coaches to select from, a process that ensures a successful experience and a development method that drives sustainable results.

Coaching Areas

Leadership Challenges

- Devising and revising strategic plans
- Vision and objectives
- Managing performance
- Managing for the first time
- Challenging processes
- Selection interviewing
- Leadership styles
- Empowering teams
- From service to sales
- Delegation
- Multifunctional teamwork
- Values flow down
- Team repair
- Leading
- Organisational Change
- Managing Remote Teams

Personal Effectiveness

- Stakeholder management
- Behavioural change
- Emotional Intelligence
- Partnership development
- Self Esteem and confidence
- Vocal Improvement
- Influencing
- Business writing
- Prioritisation and planning
- Perceived Bullying
- Career Consultancy
- Equality and Diversity
- Supporting Academic Study

Managing Situations

- Presentations
- Keynote speeches
- Stress management
- Redundancy issues
- Approaching difficult situations
- Understanding individual differences
- Managing Managers
- Dealing with harassment

Assessment

Our assessment process has been devised in partnership with the Head of Accreditation for the Association for Coaching (AfC) who is responsible for ensuring our assessment process is valid and robust.

Coaches

Gillian Jones-Williams is MD of Emerge Development Consultancy. As an executive coach she has the privilege of working with many CEO's and top female leaders in the UK, Europe, Australia, the Middle East and the US. Gillian has written books on "How to Create a Coaching Culture" and "50 Top Tools for Coaching". Emerge also has a talent pool of coaches to call on.

Mentoring Programmes

Programme

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Mentoring is a special skill that requires the mentor to use many techniques to support their mentee and ensure it stands out from coaching and managing performance. Mentoring focuses on the future, and broader skills such as personal or career development. Mentoring encompasses four key areas; improving performance, career development, counselling and sharing knowledge. The programme will encompass the skills needed to mentor including: managing the relationship, encouraging, nurturing, teaching, offering mutual respect and responding to the learner's needs.

The mentor programme

Coaching Training

Training Programmes

Coaching Areas

HR Coaching Development

In recent years HR departments have reported an extended requirement to coach the business for a whole variety of reasons. As HR departments evolve to meet the needs of the future, expanding the skills toolkit of the HR Business Partner becomes more important. We have partnered with HR departments to develop structure, strategies and skills finding that consultancy and coaching skills are a critical addition. Typically HR personnel possess rapport building skills and enjoy interacting with people, so we have developed programmes to refine those abilities and take them to another skill level in the coaching field.

Typical programmes and services have included:

- HR/L&D Strategy Development Consultancy
- HR Business Partner as Consultant
- HR Business Partner as Coach
- HR Business Partner as Facilitator

Employee Coaching

We recognise that coaching is not only for Senior Managers and Executives and that 1:1 coaching can provide a valid and cost effective method of developing an employee. This type of session can be invaluable if behavioural development is required or confidence issues need to be addressed. We know from experience that peer coaching is vital to effective knowledge management. Organisations are constantly at risk of losing key personnel and departmental progress can be hindered by lack of skills and specialisms in the team. Developing coaching capability in specialists spreads the skills across the team and motivates team members by providing valuable development. Induction can be radically improved and new starters fast tracked to higher performance by assigning them effective coaches. Peer coaching development focuses more on task coaching and ensures that coaches are able to effectively complete task breakdowns before starting a session a process that naturally increases capability in the coach. Typical programmes and services have included:

- 1:1 Coaching
- Project Group Coaching
- Team Coaching
- Peer Coaching Training

Training Coaches

In order to transform the individual capability of your internal coaching pool, Emerge can design a totally bespoke coaching programme. A typical coaching training programme from Emerge is a real hands on experience that is based on both input and output so we can guarantee real learning takes place. To give you an idea of the breadth of our capability here are just a few examples of coaching programmes we have delivered for our clients, including one accredited by the Chartered Management Institute (CMI):

- Coaching Skills for First Line Managers
- Leader As Coach
- Performance Enhancing Coaching (CMI Level 5 programme)
- Coaching to Exceed Expectations
- Coaching for High Performance

Board Coaching

Facilitation | Coaching | Mediation

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Never has it been more important for the senior leaders of organisations to work cohesively together. With organisations facing uncertain times, serious concerns about the economy and continuous restructures, there are serious issues and challenges to be concerned with. We often find it a grounding thought to consider just how many people are relying on the Board to work as effectively and efficiently as possible. There are many reasons why Boards get into difficult situations but what we actually do about it can be transformational.

Our highly tailored approach is designed to develop stronger levels of cohesion, trust and accountability towards a clear purpose, vision, mission and objectives. We have worked with Boards and leadership teams from a variety of organisations and always develop a tailored agenda and content to meet the needs of each team.

Content

GJW to add

Format

Our coaching and facilitation style ensures that the views of all members are taken into account and diverse opinions and perspectives are free to be explained in a safe and open environment. We encourage respectful challenge of inappropriate or less-helpful behaviours that detract us from our joint goal. We challenge you, we disrupt you and we break your current pattern of thinking to enhance your future capability. The way you collectively think, the way you talk and the way you behave will change.

Facilitators

Our facilitators start by immersing themselves in understanding the organisation, your Board's specific goals and vision and understanding the values.



EPIC Engagement

Solution Tool

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EXPECTATIONS | PROGRESS | INSPIRATION | COLLABORATION

"There are only two ways to influence human behaviour;
you can manipulate it or you can inspire it."

- Simon Sinek -

E P I C Engagement is an innovative solution for driving employee engagement. It should be considered as a crucial diagnostic and measurement aid for one of the most important business metrics to your organisation's performance and productivity Employee Engagement. What separates E P I C Engagement from any other engagement model? It gets to the heart of those aspects of your organisation where the issues lie. If you are clear on what your employees are not engaged with and the cause of this disengagement, then your time can be focused on removing those obstacles in a sustainable fashion.

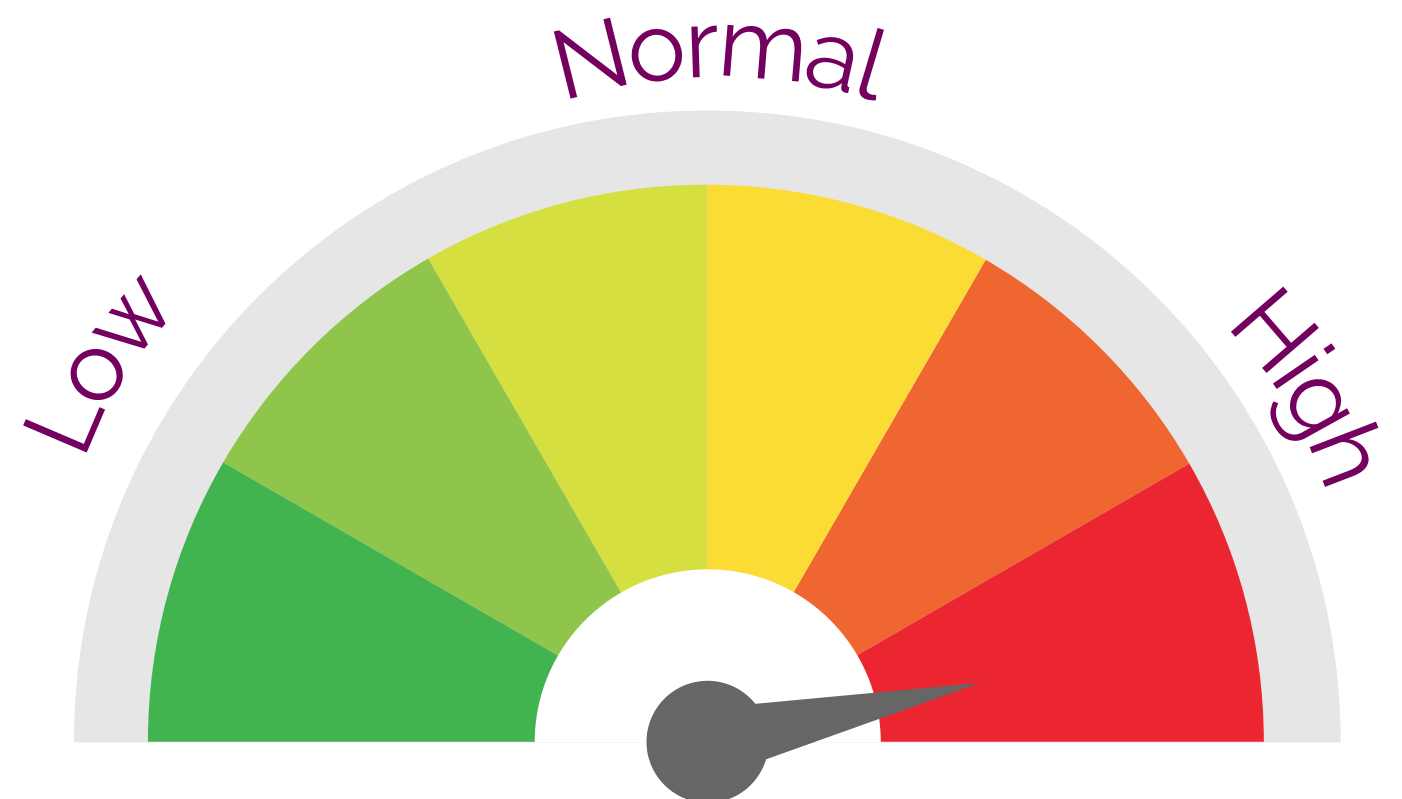


A selection of our interactive workshops to drive, motivate and inspire.

EPIC ENGAGEMENT

The E P I C Engagement approach focuses on the biggest catalyst to employee engagement the capability and influence of their manager. Using this dynamic intervention we can measure your manager's current capabilities for delivering the kind of experience that will inspire their people to perform. It is more than just a leadership course or an employee survey we can continue to measure their ability to inspire, motivate and engage their people in the core areas of Expectation, Progress, Inspiration and Collaboration.

Working with your Management population, we will help them to interpret their diagnostic results and use this insight to continually challenge their approach, celebrate success and build upon current strengths and development opportunities. It is through this journey that E P I C Engagement provides a sustainable transformation for your whole organisation.



EPIC Engagement

Solution Tool

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EXPECTATIONS | PROGRESS | INSPIRATION | COLLABORATION

E XPECTATIONS

The things you need to tell me so that you are sure I know and am committed to; what I am doing, why I am doing it and the way to go about it.

- Help me to understand and be committed to the organisation's culture
- Help me to understand and do my best to achieve our organisational goals
- Tell me clearly what my role and responsibilities are
- Explain your role and responsibilities and how you like to work
- Ensure my goals are clearly defined, measurable and motivational
- Empower me and clearly define by level of authority
- Ensure I am clear on expected behaviours

P ROGRESS

The things you need to do to help me grow and perform in my current job while also developing me so that I can achieve my ambitions and reach my full potential

- Hold regular feedback sessions with me about my performance and behaviour
- Train me to have sufficient competence to fulfil my role
- Support me to develop myself with opportunities to learn and grow
- Help me to productively learn lessons from situations
- Coach me to develop my capabilities and confidence
- Use the right management style with me at the right time
- Help me to define and achieve my careers goals

I NSPIRATION

The things you need to do to help inspire me to bring the best of myself to work

- Help me to create a compelling and exciting vision of my future
- Provide me with the tools that I need to do my job
- Trust me by delegating tasks to me that broaden my skills, knowledge and visibility
- Encourage me to be creative in what I do and how I do it by encouraging me to be imaginative
- Foster a work environment that is positive and enjoyable
- Energise me to spark my imagination and engage my enthusiasm
- Set an example of how to "be" at work that is inspirational and aspirational

C OLLABORATION

The things that you need to encourage promoting collaborative working and providing the right environment for me to engage with you and others.

- Recognise and reward me fairly for what I achieve
- Be honest and transparent
- Get to really know and understand me as an individual
- Support me in networking and cross-functional collaborations with other teams
- Encourage me to give and receive feedback at all levels
- Demonstrate collaborative intelligence by showing we are in this together
- Welcome my challenge, questions, input and feedback.

Psychometric Tools

Facilitation

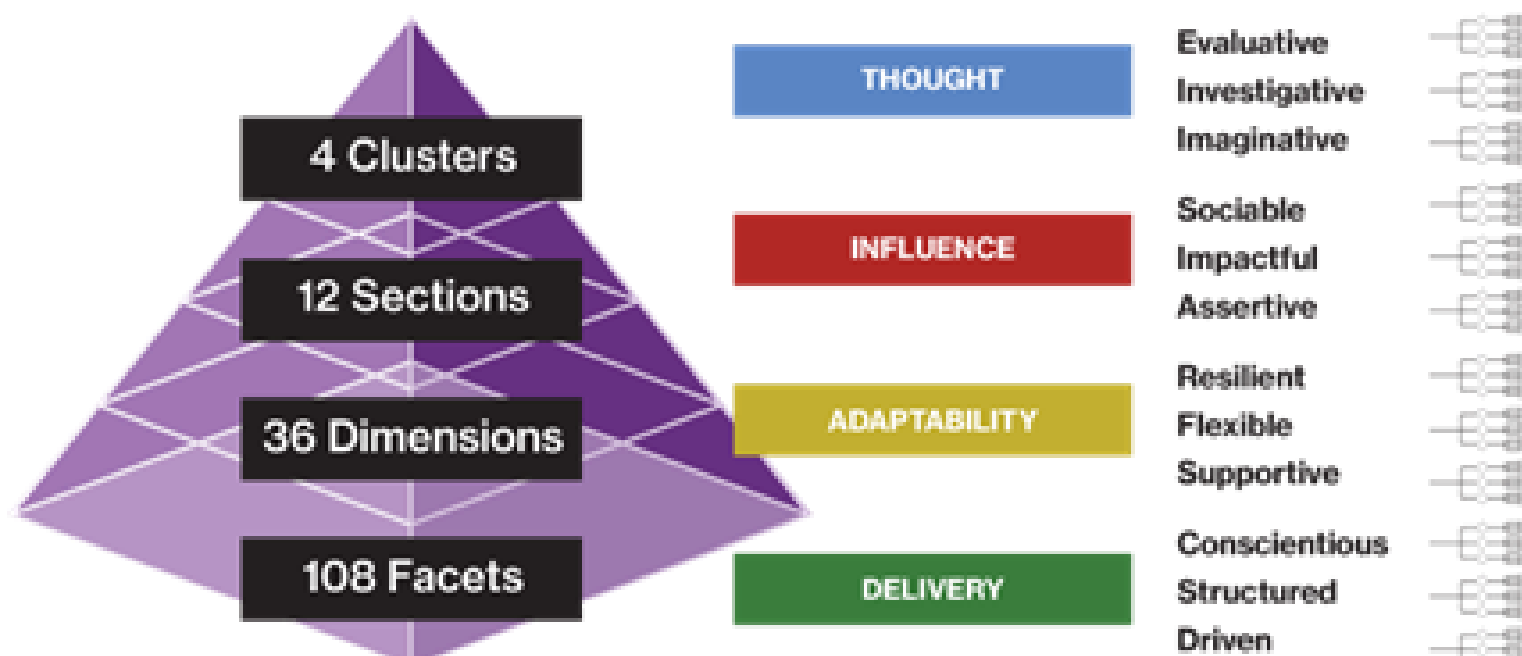
MBTI

PERSONALITY TYPES KEY

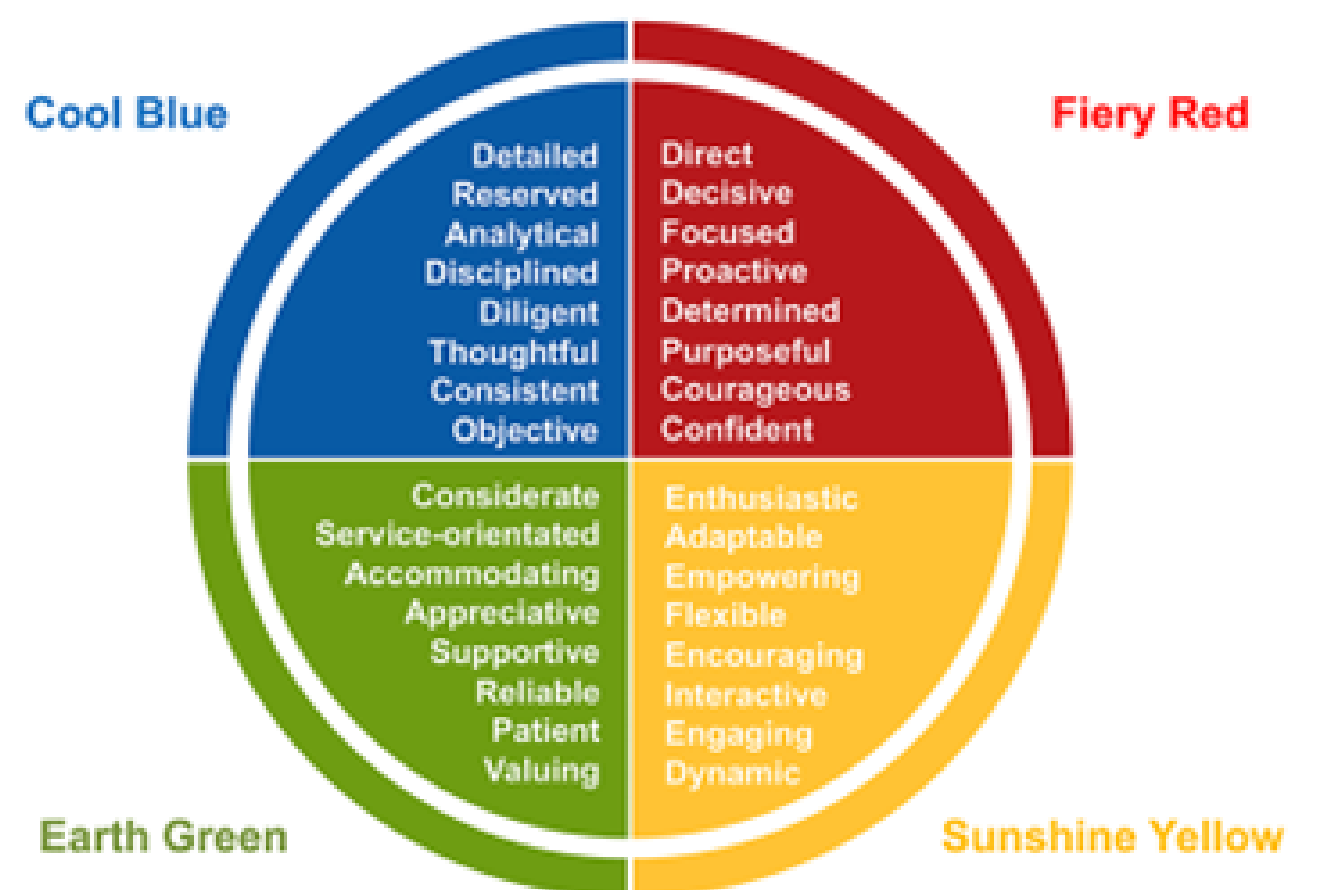
E	Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.	S	Sensors are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.
I	Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.	N	Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.
T	Thinkers tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.	J	Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.
F	Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.	P	Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

SOURCE: "Do What You Are: Discover the Perfect Career for You Through the Secrets of Personality Type" by Paul D. Tieger, Barbara Barron, Kelly Tieger BUSINESS INSIDER

Wave



Insights



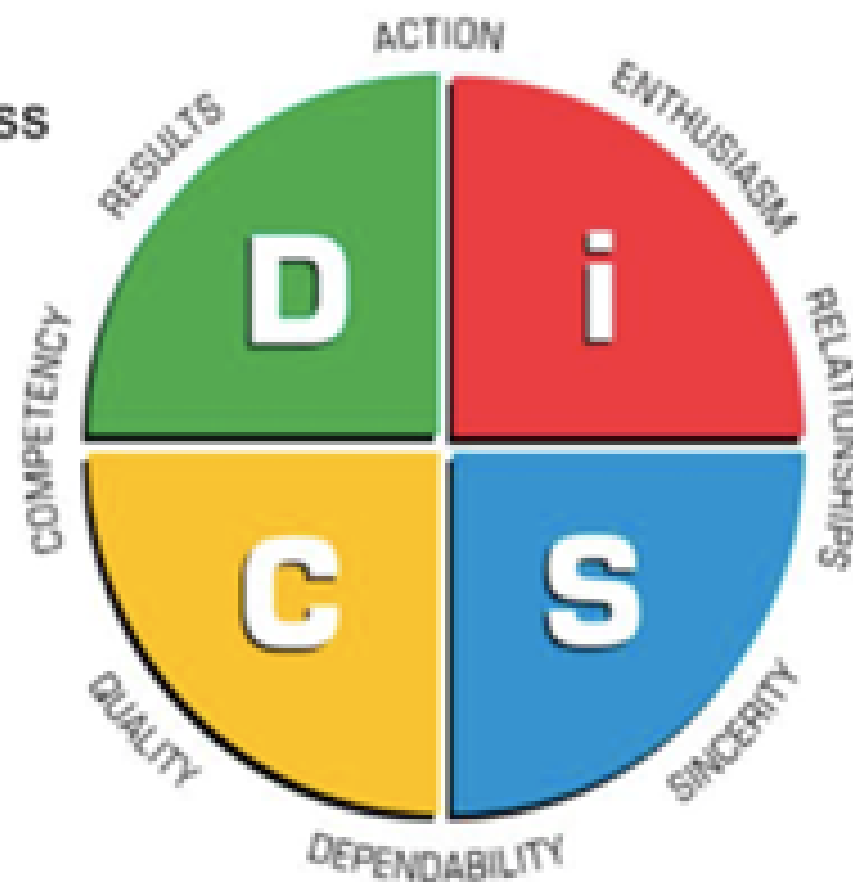
Psychometric Tools

Facilitation

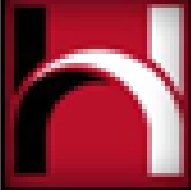
Hogan

D: Dominance
i: Influence
S: Steadiness
C: Conscientiousness





- Understand how your behavioral tendencies affect others
- Understand respect, appreciate and value individual differences
- Develop strategies for working together to increase productivity
- Enhance your effectiveness in completing tasks by improving relationships with others



Hogan



Hogan Assessment Overview

- Hogan Personality Inventory (HPI)**
 - How does this person typically approach work and interaction with others?
 - What strengths can this person rely on to facilitate his/her performance?
- Hogan Development Survey (HDS)**
 - What tendencies could derail this individual's career or performance?
 - How is this person inclined to respond when stressed, under pressure, or not self monitoring?
- Motives, Values, Preferences Inventory (MVPI)**
 - What motivates and "drives" this individual?
 - What type of work environment will he/she consider most motivating?
 - What is he/she likely striving to attain?
- Hogan Business Reasoning Inventory (HBRI)**
 - How does this individual identify and solve problems?
 - How will this individual approach problem solving in the real world?

■ ■ ■ peterberryconsultancy

360 Feedback Exercises

Facilitation

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Onboarding and Induction

Processes and Strategy

