



Do you need to deliver meaningful change in your organisation, that translates into results your customers, employees and exec team will value?

Incendo will generate improvements in knowledge, skills and behaviours within your workforce that are relevant, quantifiable and sustainable - not just a temporary feel-good factor from taking part in an energising webinar or attending a great workshop (although client feedback tells us that our learning programmes are incredibly enjoyable too).

PROGRAMMES FOR MANAGERS & LEADERS

Whether it's developing new leaders from scratch, helping 'old hands' to develop more agility and modernity in their approach, or taking senior managers with executive potential to the next stage and beyond, we can **tailor our programmes** to align with the needs of your organisation's culture and the specific challenges your leaders face.

- Leading Consciously® (for experienced leaders) *4 modules of 1 day each + exec coaching*
- Fundamentals of Leadership (new leaders) *6 modules of 1 day each + peer learning group*
- Maximising Performance with the Strength Deployment Inventory (SDI) *1 day*
- Developing Leadership Style & Personal Impact *1.5 days*
- Leading the Human Side of Change *2 days*
- Managing Great Performance *1 day*
- Recruitment & Selection *1 day*
- Building High Performing Teams *1 day*
- Coaching for Managers *2 days*
- Leadership & the Myers Briggs Type Indicator (MBTI) *1 day*
- Building Productive Relationships *0.5 day*
- Clarifying Expectations & Setting Robust Objectives *0.5 day*
- Creating an Inclusive Environment *0.5 day*
- Giving Feedback to Inspire Change *0.5 day*
- Inspiring Excellence *0.5 day*

PROGRAMMES FOR INDIVIDUALS

We help professionals who have been recruited or promoted by virtue of their technical expertise, so that they can become equally proficient in working with greater emotional intelligence. This leads to demonstrable improvements in **performance and commitment**.

- Powerful Presentations *1 or 2 day options*
- Customer Experience Excellence *1 day*
- Facilitation Skills *2 days*
- Influencing with Integrity *1 day*
- Meaningful Meetings *1 day*
- Organisation, Planning & Energy Management *1 day*
- Cross-Cultural Communication *1 day*
- Career Transition: CV, Interview & Networking Skills *1 day*
- Change – This Time It's Personal *1 day*
- Thinking Differently for Innovation *1 day*
- Working Assertively *1 day*
- Courageous Conversations *1 day*

PROGRAMMES FOR TEAMS

A frequent lament you may hear from people who have undertaken 'team building away-days' in the past is "we had a bit of fun on the day but when we returned to work nothing had really changed". At Incendo, we're on a mission to change this! We believe in offering **bespoke team development** that provides results that are transferable, sustainable and biased towards business performance.

- Resilience & Mindfulness for Teams *1 day*
- Developing our Creative Thinking *1 day*
- Appreciative Inquiry for Groups & Teams *1 day*
- The Myers Briggs Type Indicator (MBTI) & Team Development *1 day*
- Bespoke Team Development (tailor made to your specific needs) *flexible duration*

PROGRAMMES FOR TRAINERS, COACHES & MENTORS

There are many coaches providing some incredible coaching in the UK right now and We've had the pleasure of training a number of them. We can also train you and your team to provide coaching in-house; being a coach is an important skill set that stays with you regardless of what role you progress to in the future.

We work with people in organisations who are responsible for **trainers, coaches and mentors** by helping them ensure that these key people are continually developing and engaged to fulfil the role. Our programmes are sufficiently grounded in theory but are practical enough to let people experiment with new skills that they'll want to apply at work.

- Trainer Development Programme *2 day or 4 day options*
- Coaching Skills: Core Programme *2 days + 1 day assessment*
- Mastering Effective Evaluation *1 day*
- Mindful Approaches for Coaches *1 day*
- The Science of Self Acceptance *1 day*
- Mastering Mentoring *1 day*
- Introduction to Positive Psychology *1 day*

MINDFULNESS-BASED WELLBEING PROGRAMMES

- Developing Mindfulness at Work *1 hour a week for 6 or 12 weeks*
- Mindfulness Based Stress Reduction *2 hours a week for 8 weeks + retreat day*
- Developing Self Acceptance *1 day*
- Badass Brain *flexible duration, typically 1 hour a week for 8 weeks*
- Sit Happens *1 day*

If you like learning and development that's sufficiently grounded in credible up-to-date theory, yet is practical enough to let people experiment with new skills that they'll really want to apply at work, let's have a conversation about what you're looking for. We'd love to hear from you!

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