POSITIVE CHANGE GURU

Practical tools for positive change

TRAINING BROCHURE
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Providing practical tools for positive change

Positive Change Guru is run by twin sisters, Viv Thackray and Gill Thackray, both of whom have a passion for sharing practical tools for positive change. Having worked across time zones and cultures, we know that, whether you’re in Beijing, New York or London, challenge is ever present and when managed well, can provide exciting opportunities for innovation, creativity and positive change. If you’ve asked yourself any of the following questions, then Positive Change Guru is for you;

- What’s my focus?
- How can I positively change my business, my team, my organisation?
- How can I be inspired to create a richly energised, positive and rewarding environment for myself and those around me?

Why positive change?

There’s no magic in knowing how to successfully implement and navigate change. We pride ourselves on sharing practical, evidence based strategies and techniques taken from our backgrounds in mainstream and positive psychology (Viv belonged to the very first MAPP cohort in Europe).

We believe a positive approach is the first step to developing new habits, skills, cultures and processes for individuals and organisations. Having worked with a variety of UK and international organisations, including the United Nations, Financial Times, Spotify, the BBC, the Football Association, UK Sport, British School of Osteopathy, Combat Stress and Deloitte to name a few, we’re convinced that everyone has the potential to implement positive change in their professional and personal lives.

We’ve both experienced lots of changes in our own lives, having travelled and worked around the globe and grown our own successful businesses. The Positive Change Guru site is about sharing what we’ve learned and giving something back. PCG is UK based, we work internationally throughout the private, public and not for profit sectors.

Why guru?

Guru is a sanskrit word, with ‘gu’ meaning darkness and ‘ru’ meaning dispeller. Guru is often translated to mean dispeller of darkness. Other sources claim the meaning is more accurately translated as heavy, so the guru is one who is ‘heavy with knowledge.’ Whichever translation you prefer, Positive Change Guru aims to give you all the heavy weight information you will need to be your own positive change guru.

Positive Change Guru Giving

Positive Change Guru supports the Koru Trust, a small charity run by Gill, providing support to people in need on the Thailand/Burma border. The Trust provides basic necessities, educational supplies and sponsors students to continue their education to the highest level.

Viv Thackray

Gill Thackray

www.positivechangeeguru.com
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**POSITIVE CHANGE GURU**

Practical tools for positive change
We’d like to change the world and make it a better place for all of us. That’s why Positive Change Guru supports the Koru Trust, a small charity run by Gill, providing support to refugees on the Thailand/Burma border. The Trust provides basic necessities, educational supplies and sponsors students to continue their education to the highest level. There are no administrative costs for the Trust, everyone donates their time for free.

Our Values are at the heart of what we do. We’re committed to doing our bit to protect the planet, defend human rights, support Fair Trade and ensure that what we purchase is animal or human cruelty free. We’ll seek out recycled office products where we can and recycle what we’ve used. We’d like to be here on planet earth for as long as we can, minimise our footprint and will work towards ensuring it’s as unspoilt as possible.
You’ll benefit from this Building Leadership & Management Training if you:

- Are a senior leader or aspiring to a leadership position
- Currently hold a leadership role and want to hone your skills
- Want to build your personal impact as a leader
- Would like to communicate effectively with emotional intelligence
- Want to build your leadership brand
- Need to Influence, persuade and motivate others
- Manage change and thrive
- Achieve results
- Build your leadership and organisational resilience in a complex world

If you answered “yes” to the above our Building Leadership course is for you.

Course Content:

- You and leadership authenticity
- Leadership Vs Management and the bit in between
- The latest leadership theory
- Identifying your leadership style
- Your journey as a leader
- Your strengths as a leader and how to harness them
- Developing a coaching style of leadership
- The neuroscience of leadership
- Building emotional intelligence
- Being heard - speaking out with impact
- Resilience, wellbeing and performance
- Role models and modelling
- Building your brand
- Somatic leadership, presence & personal impact
- Your challenges and how to navigate them
- Influence and persuasion
- Leading in a VUCA world
- Strategic leadership
- Thriving during change
- Building motivation
- How to carve out time for focus and development
- Embracing growth mindset and banishing limiting beliefs
- Mastering difficult conversations and giving feedback
- Beyond box ticking: Delegation, supervision and performance review with purpose
- Resilient Leadership: Responding positively to workplace stress in order to flourish & develop flow
- Celebrating success
- Tools and techniques for sustaining wellbeing and resilience
- Post training virtual coaching sessions
- Free 365 day post trying support
Learning Outcomes: By the end of the session participants will be able to;

- Identify their leadership style
- Utilise tools & techniques from the latest leadership theory
- Recognise their strengths and how to use them
- Build a powerful brand
- Develop personal impact
- Understand the neuroscience behind leadership practices
- Thrive during change
- Motivate staff
- Recognise the importance of a resilient culture
- Maximise their own learning
- Breakthrough subconscious beliefs and habits
- Have easy to remember, ready to use leadership practices, tools and strategies to take away and use immediately
- An individual action plan
- 365 Day post training support

Who is it for?:
Any level of leader or manager, aspiring leaders, middle managers aiming for a senior role, those new to leadership roles.

Format:
We offer 6 month extended programmes, 5 day, 2 day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
You’ll benefit from this Building Women in Leadership Training if you:
- Are a senior leader or aspiring to a leadership position
- Currently hold a leadership role and want to hone your skills
- Feel as though you are not being heard
- Want to understand how gender impacts upon leadership
- Would like to shape others perceptions of you rather than accept female leader stereotypes
- Build your leadership brand
- Develop your emotional intelligence as a leader?
- Overcome limiting self beliefs
- Influence, persuade and motivate others

If you answered “yes” to the above our Building Women in Leadership course is for you.

Course Content:
- You and leadership authenticity
- Leadership Vs Management and the bit in between
- The latest leadership theory
- Identifying your leadership style
- Your journey as a leader
- Your strengths as a leader and how to harness them
- Developing a coaching style of leadership
- The neuroscience of leadership
- Being heard - speaking out with impact
- Resilience, wellbeing and performance
- Role models and modelling
- Building your brand
- Developing Emotional intelligence
- Somatic leadership, presence & personal impact
- Your challenges and how to navigate them
- Influence and persuasion
- Leading in a VUCA world
- Thriving during change
- Building motivation
- How to carve out time for focus and development
- Embracing growth mindset and banishing limiting beliefs
- Mastering difficult conversations and giving feedback
- Resilient Leadership: Responding positively to workplace stress in order to flourish & develop flow
- Tools and techniques for sustaining wellbeing and resilience
- Post training virtual coaching sessions
- Free 365 day post trying support
Learning Outcomes: By the end of the session participants will be able to;

- Identify their leadership style
- Recognise their strengths and how to use them
- Build a powerful brand
- Develop personal impact
- Understand the neuroscience behind leadership practices
- Thrive during change
- Motivate staff
- Recognise the importance of a resilient culture
- Maximise their own learning
- Breakthrough subconscious beliefs and habits
- Have easy to remember, ready to use leadership practices, tools and strategies to take away and use immediately
- An individual action plan
- 365 Day post training support

Who is it for?:

Senior women, aspiring leaders, middle managers aiming for a senior role, those new to leadership roles

Format:

We offer 6 month extended programmes, 5 day, 2 day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Neuroscience for Leadership & Management

The neuroscience of leadership is rapidly breaking new ground in leadership training, deepening people's understanding of how the brain works and how to maximise one's potential to improve effectiveness at work and build better relationships.

Is neuroscience for leadership and management for you?

- Would you like to understand how the brain affects your decision making?
- Are you interested in unconscious bias?
- Would you like to improve your relationships at work?
- Are you interested in what motivates others?
- Would you like to use neuroscience to influence?
- Are you interested in increasing neuroplasticity?
- Is it important that you and your business optimise performance?
- Would you like to understand the latest in brain based science?

Course Content

- How neuroscience techniques can be applied to leadership development
- Understanding the scope of agility and diversity of thinking in adult brains
- Mindsets—can you move from fixed to growth?
- Deeply embedded leadership patterns and immunity to change
- Introduction to fundamental brain structures and their functions
- Developing new ways to perceive, think and behave
- First Impressions
- How habits are formed and how they can change
- Increasing moments of insight for yourself and others
- The SCARF Model
- Unconscious bias
- Emotions from a scientific stance
- The effects of positive psychology on individuals and groups
- The brain's reactions to change and how to plan and manage for them
- Coaching with the brain in mind.

Neuroscience for Leadership focuses on:

- Your stuck neural patterns as a leader
- Creating the conditions for success in your organisation by leading teams and shifting the culture from fear to trust
- Visioning the future using the power of storytelling

Who should attend?

Neuroscience for Leaders and Managers is recommended for individuals who want to enhance their own and others performance/wellbeing at work through understanding and applying cutting edge research about the brain.
Outputs and take aways to use immediately

Course participation will enable delegates to:

- Be aware of fundamental brain structures and their functions to provide themselves and others with improved mental models to deal with change, pressure, prioritising, innovation and emotions.
- Have an increased awareness of their own and others brains alongside how they can enhance the brain's strengths and manage its limitations.
- Use their mental resources more effectively and efficiently to increase speed and accuracy at work.
- Developed greater mental flexibility through knowledge of how the brain can adapt.
- Help others understand how habits form and change alongside techniques to support this.
- Employ the power of neuroplasticity in unleashing your brain agility and resilience.

Format:

We offer one and two day option for this course. We are also able to design customised bitesize, half day, of full day courses or conference sessions for your organisation.
Effective Change Management

How to successfully navigate and lead your way to success

If you answer ‘Yes’ to the following questions, you will benefit from Effective Change Management training:

• Is your organization implementing a change of direction, a new approach to culture or an adjustment of resources?
• Has your organization experienced rapid growth, requiring you to develop your skills in managing others through change?
• Do you need to increase your knowledge of the psychology of change and respond effectively to a variety of responses to proposed and implemented change?

Course Content:

• The practical application of change management theory
• Understanding how to effectively manage your team through the psychological stages of change

Learning Outcomes: By the end of the session participants will be able to:

• Identify the major themes of change management theory
• Understand and practice a range of effective tools and techniques to successfully facilitate change.
• Plan a focused approach to the different stages of the change management process and identify self and team goals to monitor and establish progress.

Who is it for?:

Leaders, HR Professionals, Managers, those working with people on a regular basis, trainers, policy makers, anyone interested in enhancing their performance with self development.

Format:

We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Growth Mindset. Microsoft, Google, major league sports teams and Fortune 100 companies are using it but what is it? You'll benefit from this practical one day Growth Mindset Programme

if you answer yes to any of the following questions:

• Do you feel stuck in certain areas of your professional life and deterred by failure and setbacks?
• Do you believe that the people you admire are naturally better than you at their chosen specialisms?
• Do you admire the professional success of others but doubt your own capabilities to succeed beyond a certain level?
• Do you suspect that, no matter how hard you try, you'll never improve certain abilities beyond a particular level?
• Would you like to master a toolkit of practical techniques that will enable you to develop a growth mindset approach?
• Would you like to develop a growth mindset culture within your team and organisation?
• When you fail to reach a goal, do you believe that your failure is proof that there's no point in persevering?
• Would you like to learn new strategies, tools and techniques to improve your own performance and that of others?

Join us for this one day programme to find out how you can develop a growth mindset for success in every part of your life.

We’ll cover:

• What is a growth mindset?
• How you can use the psychology of growth mindset theory to benefit and develop yourself and others
• Neuroscience and growth mindset
• Real examples, tips and tricks from people who have adopted a growth mindset approach for success
• Great growth mindset tools and strategies that you can take away and use to develop your abilities, outlook and approach to challenges.
• Practical exercises for you to apply growth mindset techniques to your most important goals
• How you can use a growth mindset to improve individual, team and organisational performance.

Outputs:

Tools and techniques that you can take away & start using immediately:

• Our quick and easy four step technique you can use to apply a growth mindset to failure.
• Learn how to identify, understand and overcome your own fixed mindset triggers.
• Access to our Mindset self-assessment.
• Apply effective growth mindset goal setting techniques.
• Learn tools to ensure your growth mindset development is a life long process.
• Learn our easy strategy to avoid the false growth mindset trap.
• Learn techniques to apply a growth mindset approach to improving professional relationships.

Who is it for?:

Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, anyone frequently interested in optimising their learning, performance or personal development.

Format:

We offer half day, bitesize and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Research from neuroscience tells us we have less than a second to make a positive first impression. Our powerful Personal Brand 101 will teach you the tips, tricks, tools and strategies to make the most of that second. You’ll benefit from this Personal Branding 101 one day programme.

If you answer yes to any of the following questions:

- Do you sometimes struggle to make an impact?
- Are you a frequent networker?
- Do you want to see results from your social networking channels?
- Would you like to stand out in your field?
- Do you sometimes wonder what to say when you’re asked what you do?
- Does everyone’s profession sound more interesting than your own?
- Would you like to make an enduring impression?

Join us for this one day programme to learn and apply Personal Branding for success in every part of your life.

Course Content:

- What is a personal brand?
- Understand the importance of personal branding to your career and your company
- Identifying your strengths and qualities
- What’s your USP?
- The psychology and neuroscience of personal branding
- Your 60 second pitch
- Crafting your niche brand
- Emotional intelligence and brand
- How to create a personal branding strategy
- Optimising social networking platforms
- Personal impact
- Non verbal communication and branding
- Somatic presence and voice
- Understand how you can use personal branding to improve your personal and professional relationships.

Outputs:

Tools and techniques that you can take away & start using immediately:

- Identify what sets you apart from others
- Use strategies to build your personal brand
- Employ effective non-verbal communication
- Reduce anxiety under pressure
- Improve your social awareness and effectiveness
- Design a plan to build your personal brand

Who is it for?:

Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, freelancers, anyone interested in building their brand niche, optimising their learning, performance or personal development.

Format:

We offer half day, bitesize and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
If you answer ‘Yes’ to the following questions, you may benefit from unconscious bias training:

- Is it important that your decision making is objective?
- Do you want to improve staff retention?
- Would you like to increase your talent pool and diversity for succession?
- Would you like to be a more inclusive leader?
- Do you want your organisation to be more diverse?
- Is it important for your organisation to strengthen teams?
- Would you like to impact positively on staff morale and loyalty

Course Content:

- What is unconscious bias?
- Implicit association, attitudes, unconscious bias and stereotypes
- The Impact of Unconscious bias
- The neuroscience of bias
- Organisational bias and its impact
- Individual bias and why it matters
- Strategies to minimise unconscious bias on your business
- How to test your unconscious bias

Learning Outcomes: By the end of the session participants will be able to;

- Identify Unconscious bias
- Describe the neuroscience of unconscious bias
- Access implicit association assessments and identify their individual unconscious bias
- Recognise the impact of unconscious bias on performance, organisations and retention
- Employ strategies to combat organisational and individual unconscious bias
- Design an individual action plan

Who is it for?

Leaders, HR Professionals, Managers, those working with people on a regular basis, trainers, policy makers, anyone interested in enhancing their performance with self development.

Format:

We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Developing your EI Quotient for Tech Professionals

You’ll benefit from this evidence based Fusing EI and IQ one day programme if you answer yes to any of the following questions:

- Do you sometimes struggle to identify the impact your emotions are having on professional performance?
- Is your performance often impaired by your ability to effectively initiate and manage crucial relationships with colleagues?
- Do you find work anxieties affect your private life?
- Would you like to improve your professional connections and develop effective networks across your organisation?
- Would you like to master practical tools to influence fellow professionals and effect positive change in your professional relationships?
- Would you like to learn new strategies, tools and techniques to fuse your IQ emotional intelligence for increased performance?

Join us for this one day programme to learn and apply essential emotional intelligence skills for success in every part of your life.

Course Content:

- What is emotional intelligence and why is it just as important as IQ for professional development?
- Understand why fusing EI and IQ is essential for Tech professionals
- How to apply the psychology and neuroscience of emotional intelligence in your workplace.
- Understand exactly how you can improve your performance by focusing on and developing your emotional intelligence.
- Practice emotional intelligence tools and strategies that you can take away and use to develop your emotional intelligence skills.
- Identify what triggers self defeating emotional responses in yourself and others and learn how to overcome these triggers.
- Assess your current levels of emotional intelligence and develop an action plan to improve on your selected key areas.

Outputs:

Tools and techniques that you can take away & start using immediately:

- Our step by step guide to assessing and developing your current levels of EI
- Access to our EI self-assessment.
- Apply effective EI monitoring and goal setting techniques to increase performance.
- Learn tools to ensure your EI development is a life long process.
- Learn our effective strategies to identify and overcome behaviours that slow professional development.
- Learn techniques to improve and develop professional relationships.

Who is it for?:

Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, anyone frequently interested in optimising their learning, performance or personal development.

Format:

We offer half day, bitesize and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
You’ll benefit from this Essential Emotional Intelligence Skills one day programme if you answer yes to any of the following questions:

- Do you sometimes struggle to identify the impact your emotions are having on your behaviour?
- Is your performance often impaired by your ability to manage emotional events in your life?
- Do you find work anxieties affect your private life?
- Do you struggle to manage the difficult emotions of others without losing your cool or becoming upset?
- Do you find it difficult to manage your emotions when you’re angry or upset?
- Would you like to learn new strategies, tools and techniques to develop your emotional intelligence?

Join us for this one day programme to learn and apply essential emotional intelligence skills for success in every part of your life.

Course Content:

- What is emotional intelligence?
- The psychology and neuroscience of emotional intelligence
- Understand how you can improve your performance by developing your emotional intelligence.
- Practice emotional intelligence tools and strategies that you can take away and use to develop your emotional intelligence skills.
- Identify what triggers your self defeating emotional responses and learn how to overcome your triggers.
- Assess your current levels of emotional intelligence and develop an action plan to improve on your selected key areas.
- Understand how you can use emotional intelligence to improve your personal and professional relationships.

Outputs:

By the end of the session participants should be able to:

- Our quick and easy four step technique you can use to apply a growth mindset to failure.
- Access to our Mindset self-assessment.

Who is it for?:

Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, anyone frequently interested in optimising their learning, performance or personal development.

Format:

We offer half day, bitesize and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Driving growth and innovation is the keystone of surviving and thriving in today’s business world. If you aspire to innovate and develop creativity in your industry, maintaining a competitive advantage, this programme is for you.

If you answer ‘Yes’ to the following questions, you may benefit from unconscious bias training:

- Do you need to stay ahead of the curve in your industry?
- Would you like to develop your creativity?
- Has your professional training dampened your innovative thinking and you now want to break some rules?
- Is it important that you generate new ideas, perspectives and problem solving techniques?
- Would you like a toolkit of practical strategies to fire your creativity?
- Do you want to develop an innovative organisational culture and mindset?
- Would you like to understand the neuroscience behind creativity and innovation?
- Do you want to learn new strategies and models for creative thinking and innovation to fire new ideas?

Course Content:

- Creativity and innovation concepts
- The Psychology of Creativity and Innovation
- Practical Creative processes
- Encouraging innovation in teams
- Building organisational and individual Mindset for innovation and creativity
- Moonshots and celebrating failure
- Brain based creativity
- Becoming innovative (even when you think you’re not)
- Creativity for logical thinkers
- The emotional intelligence of creativity and innovation in teams
- Practising mindfulness for creativity
- Leading for innovation
- Learning tools and techniques to support innovation
- Experiential tasks to practice & development of skills during the session
- Creativity and innovation planning for you and your business

Outputs:

By the end of the session participants will be able to:

- Identify creativity and innovation strengths
- Tools, techniques and strategies to increase creativity and innovation
- Mindset checklist
- Create conditions for brain based creativity to thrive
- Develop a 4 stage moonshot plan
- Create opportunities for creative problem solving
- Identify organisational culture and mindset to develop attitudes and behaviours critical to innovating as a team

Who is it for?:

Delegates from all industries who aspire to innovate, Leaders, HR Professionals, Managers, those working with people on a regular basis, trainers, policy makers, anyone interested in enhancing their performance with self development.

Format:

We offer one or two day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Difficult Conversations & How to Master Them

Whether it’s saying ‘No’, delivering an unwelcome message or managing challenging situations, skilful communication is a necessity in today’s workplace. This course will equip you with the necessary confidence, skills, knowledge and tools to engage with people from a focused, productive position.

You’ll benefit from this Difficult Conversations training if:
- You frequently deliver unwelcome or unexpected messages
- You find yourself shying away from difficult conversations
- You’re often lost for words
- You would like to communicate effectively with emotional intelligence
- Building your personal brand is important to you and your work
- Influence, persuade and motivate others
- You’d like to maintain positive and productive relationships at work

If you answered “yes” to the above our Difficult Conversations is for you.

Course Content:
- Your action checklist
- Creating a positive environment
- Identifying your communication style
- The power of non verbal communication
- The change curve and communication
- The importance of planning for difficult conversation
- The neuroscience of difficult conversation
- Building emotional intelligence
- The Importance of self awareness and self regulation
- Being heard - speaking out with impact
- Building influence and persuasion
- Managing emotions (yours and others)
- I’m OK - You’re OK. Transactional Analysis
- Managing agression
- Voice & presence
- Celebrating success
- Tools and techniques for mastering tough conversations
- Free 365 day post trying support

Learning Outcomes:
By the end of the session participants will be able to:
- Identify their communication style
- Recognise their strengths and how to use them
- Develop personal impact
- Identify the neuroscience behind difficult conversation
- Breakthrough subconscious beliefs and habits
- Engage in difficult conversations successfully
- Have easy to remember, ready to use practices, tools and strategies to take away and use immediately
- An individual action plan
- 365 Day post training support

Who is it for?:
Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, anyone frequently involved in difficult conversations.

Format:
We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
You’ll benefit from this practical Assertiveness and Confidence 1 day session if you answer yes to any of the following questions:

- Do you find it hard to say no?
- Are you struggling to be heard in meetings?
- Do you feel uncomfortable when disagreeing with others?
- Do you avoid confrontation?
- Is it easier to say ‘Yes’ than to articulate your real preference?
- Do you sometimes find yourself being aggressive instead of assertive?
- Are you lost for words in key moments when you want to speak your mind?

If you answered “yes” to the above and it all sounds too too familiar, join us for our Improve your Assertiveness and Confidence 1 Day course in central London.

Course Content:

- What assertiveness is (and isn’t)
- Recognising your individual patterns of assertion
- Where non – assertion stems from and how to overcome it
- How to change your thoughts and feelings around assertiveness
- The neuroscience of assertiveness
- Simple exercises to control your physiological response to being assertive
- 6 Types of assertion at work
- How to rewire your brain for assertiveness and confidence
- The 4 key components of an easy to remember assertiveness script
- The importance on non-verbal communication when communicating
- Increasing your personal impact when communicating with others
- You’ll also get access to our Assertiveness audit

Learning Outcomes: By the end of the session participants will be able to:

- Identify assertiveness
- Recognise the underlying reasons for being unassertive
- Complete an individual assertiveness audit
- Understand the neuroscience behind assertion
- Employ strategies to manage anxiety during difficult conversations
- Increase their personal impact
- Use insights from non verbal communication to add power to their conversations
- Have easy to remember, ready to use assertive scripts and strategies to take away and use immediately

Who is it for?:

All those working with people on a regular basis, frontline staff, managers, Leaders, HR Professionals, Managers, trainers, policy makers, anyone interested in enhancing their performance with self development.

Format:

We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Research from neuroscience tells us we have less than a second to make a positive first impression. Our powerful masterclass will teach you the tips, tricks, tools and strategies to make the most of that second. You’ll benefit from this Public Speaking Masterclass one day programme if you answer yes to any of the following questions:

- Does the thought of public speaking send you into a cold sweat?
- Do you suffer from nerves, dry mouth, sweaty palms just thinking about it?
- Do you sometimes struggle to make an impact?
- Would you like to communicate more powerfully?
- Do you speak regularly as part of your role and want to hone your skills?
- Does everyone’s else presentation seem more interesting?
- Would you like to use humour effectively?
- Do you want immediate results?
- Would you like to make an enduring impression?

Yes? Then join us for this fun, practical one day programme to learn and apply our Public Speaking 101 for success in every part of your life.

Course Content:

- Identifying your strengths (and habits) when speaking
- Your public speaking checklist
- becoming an authentic public speaker
- Using humour
- The psychology and neuroscience of personal impact
- Planning your speech
- Story telling and public speaking
- Emotional intelligence and public speaking
- Developing personal impact
- Non verbal communication
- Somatic presence and voice
- Building your confidence
- Reprogram your limiting beliefs about presentations and public speaking
- Presenting mindfully
- Managing anxiety

Outputs:

- Understand how you can use public speaking to improve your personal and professional relationships.

Who is it for?:

Any level of leader or manager, those new to leadership roles, supervisors, line managers, HR professionals, freelancers, anyone who speaks in public on a regular basis, those interested in building their brand niche, optimising their learning, performance or personal development.

Format:

We offer half day, bitesize and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
You’ll benefit from this Building Resilience Masterclass if you find yourself:
• Feeling stressed by an increasing ‘To Do’ list
• Spending more time at work and achieving even less
• Suffering from information overload
• With no recollection of your daily commute
• Working on weekends and days off
• Checking your email in the early hours
• Eating at your desk without tasting your food
• Paying more attention to your iPhone than to your nearest and dearest
• Dwelling on past events or dreading what the future holds?
• Are you skim reading these questions?

If you answered “yes” to the above our Mindfulness At Work Masterclass is for you.

Course Content:
• What resilience is
• The business case for building wellbeing and resilience. Who is using it and why
• Pressure, performance and stress
• The neuroscience of resilience
• Resilience, wellbeing and performance
• Building resilient businesses
• Happiness at work - does it really matter?
• Managing ADT in a VUCA world
• adapting to change
• How to carve out time for focus and development
• Embracing growth mindset for a positive future
• Building a culture and practice of wellbeing and resilience
• Responding positively to workplace stress in order to flourish
• Tools and techniques for sustaining wellbeing and resilience

Learning Outcomes: By the end of the session participants will be able to;
• Identify the benefits of wellbeing and resilience
• The ability to master stress and build resilience
• Reduce burnout by optimising resilience and wellbeing
• Understand the neuroscience behind mindfulness
• Design your day for optimum performance
• The importance of relationships
• The power of flourishing at work
• Build organisational and individual resilience with mindfulness
• Have easy to remember, ready to use resilience and wellbeing practices, tools and strategies to take away and use immediately
• An individual action plan
• 365 Day post training support

Who is it for?:
All those wishing to improve performance, build resilience and reduce stress, frontline staff, managers, Leaders, HR Professionals, Managers, trainers, policy makers, anyone interested in enhancing their performance with mindfulness.

Format:
We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
You’ll benefit from this Mindfulness At Work Masterclass if you find yourself:

- Finding it difficult to focus
- Feeling stressed by an increasing ‘To Do’ list
- Spending more time at work and achieving even less
- Unable to remember what others have said during conversations
- With no recollection of your daily commute
- Working on weekends and days off
- Eating at your desk without tasting your food
- Paying more attention to your iPhone than to your nearest and dearest
- Dwelling on past events or dreading what the future holds?
- Are you skim reading these questions?

If you answered “yes” to the above our Mindfulness At Work Masterclass is for you.

Course Content:

- What mindfulness is (and isn’t)
- The business case for mindfulness. Who is using it and why
- The neuroscience of mindfulness
- Mindfulness and performance
- Building mindful and resilient businesses
- Mindfulness and emotional intelligence
- Mindfulness and coaching
- Practicing mindfulness at work
- Access to our Mindfulness audit

Learning Outcomes: By the end of the session participants will be able to;

- Identify mindfulness
- Recognise the benefits of workplace mindfulness
- Complete an individual mindfulness audit
- Understand the neuroscience behind mindfulness
- Design your day for optimum performance
- Utilise formal and informal practices at work
- Build organisational and individual resilience with mindfulness
- Have easy to remember, ready to use mindful practices and strategies to take away and use immediately

Who is it for?:

All those wishing to improve performance, build resilience and reduce stress, frontline staff, managers, Leaders, HR Professionals, Managers, trainers, policy makers, anyone interested in enhancing their performance with mindfulness.

Format:

We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
Whether you lecture to hundreds, do small group training or train one to one this fun, practical, interactive programme will take your training skills to the next level. You’ll benefit from this Train the Trainer one day programme.

If you answer yes to any of the following questions:

- Do you regularly train others but wonder if you’re doing it the right way?
- Would you like to formalise your training structure?
- Are you interested in adding to your knowledge of training theory and practical toolkit?
- Would you like to learn professional training techniques?
- Do you sometimes struggle to make an impact?
- Would you like to communicate more powerfully?
- Do you wonder if there is a way to make it more interesting?
- Would you like to use humour effectively?
- Do you want immediate results?
- Would you like to make an enduring impression and embed learning effectively?

Yes? Then join us for this fun, practical two day programme to learn and apply our Train the Trainer for success.

Course Content:

- Characteristics of effective trainers
- Identifying your strengths (and habits) when training
- Developing an authentic training style
- Your public training checklist
- Becoming an authentic trainer
- Learning theory in practice
- Engaging and motivating your audience
- Using humour
- Incorporating magic into your training
- The psychology and neuroscience of personal impact
- Working the room
- Structuring your training
- Aims and objectives
- Managing questions
- Group dynamics and how to manage them

Outputs:

Tools and techniques that you can take away & start using immediately:

- Effective learning
- Session planning
- Visual aids
- Becoming an emotionally intelligent trainer
- Developing personal impact
- Non verbal communication
- Somatic presence and voice
- Building your confidence
- Managing anxiety
- Micro sessions and feedback
- Understand how you can use public speaking to improve your personal and professional relationships.

Who is it for?:

Anyone who trains on a regular basis, managers, leaders, HR professionals, freelancers, those interested in building their brand niche, optimising their learning, performance or personal development.

Format:

We offer a two day option for this course. We are also able to design customised courses or conference sessions for your organisation.
Why write for wellbeing?

Well, we think writing is fun but there’s also some pretty convincing evidence based science behind it. Writing is powerful and provides a whole host of benefits. Long term benefits of expressive writing include:

- Personal growth
- Stress reduction
- Mindfulness
- Increased wellbeing
- Reduced stress and anxiety
- Increased creativity
- Improved mood
- Greater productivity
- Feelings of greater physical wellbeing
- Improved working memory
- Greater resilience
- Bolstered immune system
- Reduced absenteeism
- Positive impact on social and emotional wellbeing

Who should attend?

The course is for anyone who would like to increase their wellbeing, and positivity. If you want explore your creativity and get more out of each day by living authentically this course is for you. Research over the last 30 years has linked writing on a regular basis to improved wellbeing and health. Still wondering if Writing for Wellbeing is for you?

Ask yourself the following questions;

- Would you like to set yourself meaningful personal and professional goals?
- Do you want to write to enhance your wellbeing?
- Would you like to discover your true values?
- Do you want to invest in your own personal growth?
- Are you wondering where next in life but feel stuck?
- Would you like to gain a fresh perspective?
- Are you interested in developing your own creativity?
- Do you find yourself censoring individual and business possibilities (and want to shut that down)?
- Would you like to develop mindfulness?
- Is your creativity clamouring to be heard and in need of an outlet?
- Would you like increased clarity around decision making?
- Do you want to use writing as a tool for innovation?
- Would you like to unleash your inner artist and have fun?
- Do you want to unlock the power of words?

If you answered “Yes” then this session is for you.
What can I expect?

We'll take you through a series of transformational tools, techniques and activities in the workshop. You'll be guided through a series of exercises in a safe, supportive, relaxed, non-judgemental and fun environment. You won't be asked to share your work unless you want to.

This is your course. You don't need any experience to join the session. Whatever you write and however you write it is fine. The sessions are fun, enjoyable and easy.

We'll look at:

- The science of writing
- Creating writing rituals
- Writing for emotional balance
- Mindfulness and calm
- Challenging you beliefs
- Writing to nurture positive attitudes
- Balance and equanimity
- Body positive with words
- Using poetry for healing
- Changing your inner script
- Writing for insight and wisdom
- Writing to increase creativity

Format:

We offer half day and one day options for this course. We are also able to design customised half day, full day and bitesize courses or conference sessions for your organisation.
DON'T SEE THE COURSE YOU WANT?
CONTACT US TO DISCUSS YOUR TRAINING NEEDS

http://www.positivechangeguru.com

POSITIVE CHANGE GURU
Practical tools for positive change