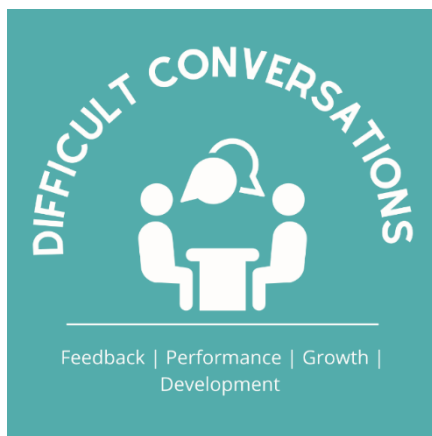




DEVELOPING CONFIDENCE AND COMPETENCE IN HOLDING DIFFICULT CONVERSATIONS

Learning how to give feedback to tackle under performance, support growth & personal development.



After huge disruption to the workplace over the last couple of years, many conversations around under-performance have been deferred or ignored. But the focus is now shifting and the importance of individual alignment to goals and objectives has never been more important.

This two-part, interactive programme equips managers with the knowledge and confidence to shake off the fear of giving direct feedback and instead feel empowered to give feedback in a personalised way that tackles the issue and supports the growth and development of every member of your team.

The programme aims to:

- Instil a **personalised approach** for conducting conversations
- Raise awareness of how your **values and beliefs impact your approach**
- Understand **our behavioural style** influences what we 'hear'.
- Provide **practical tools** to assist you in planning and preparing
- Provide **tips and techniques** to validating what the other person is saying to show you hear them.
- Tips on **how to initiate** the conversation to engender a **sense of belonging**.
- Provide **relatable experiences** to support your learning
- **Participate in action learning** to take forward a support structure for future conversations.
- **Fuel your appetite for learning** and action planning to improve your effectiveness.

Who should attend?

This engaging and interactive programme is designed specifically for **team leaders, supervisors and first line managers** working in the Further Education sector and partner organisations, including those **new to management** but also **experienced managers** who may still lack in confidence around holding what they may perceive to be a 'difficult conversations', but who are committed to investing in the growth and development of themselves as well as every member of their team.

Planning for Success

This programme can either be run for up to **8 delegates** from one organisation or as a '**mix & learn**' cohort of managers from across multiple institutions, enabling your managers to develop their professional networks and learn from others outside of their institution.

Learning Enrichment Option

We also offer participants an additional opportunity to gain insights into their strengths and challenges as managers and how to adapt their style to meet the needs of the people they manage – making them more effective managers. This is through the Everything DiSC Management profile. **Cost:** £150.00 + VAT per profile.

Next Step

If you're interested in taking a place or places this programme, or if you want to find out more or to discuss how we can support you in achieving our organisation's learning and development goals, please contact us on.

Email: info@fehrhub.co.uk

Tel. 07771 650328

Programme Format

The programme comprises 2 x half day workshop, conducted remotely using Zoom.

Face to face sessions can be offered if the cohort is exclusively in one institution, or two neighbouring institutions.

The programme is spaced with two weeks in between the first and second session. This gap is designed specifically to allow learning to be absorbed and to give time for delegates to prepare an anonymised 'real situation' that they are facing. In the second session, through action learning they will leave with greater confidence and courage. What they may have previously thought of as a difficult conversation, now becomes a courageous conversation which they are equipped to approach.

Cost: £275 + VAT per participant.

Your Programme facilitators



Nicola Perkins FCIPD

Founder of the FE HR Hub, Nicola is passionate about supporting senior leaders and HR Professionals in the Further Education Sector.

She provides HR Consultancy services across the sector and delivers Executive Coaching and training. With 16 years' experience as an HR Director within the sector she has a deep understanding the challenges, passion and commitment that drive leaders working in FE and the crucial role that authentic leadership plays in a college's journey to excellence. She uses a range of diagnostic tools to support acuity and adopts a pragmatic, strength based

coaching style.



Emma Melrose

Em is passionate about how we connect, engage, and communicate with others to build more productive relationships in the workplace.

She has operated at executive board level in senior leadership roles in large complex private and public organisations and has a firm belief that "whilst we can't change the situation, we can choose how we respond to it". Her approach is pragmatic, supporting individuals to own actions which are in alignment with their purpose, so that it becomes habit changing and long lasting.