



KNOWING ME, KNOWING YOU

INSET PROGRAMME – FOR MULTIPLE BUSINESS SUPPORT TEAMS

This **high energy**, innovative large audience interactive session has been designed to inspire and equip teams with behavioural insight knowledge to get to know each other on a deeper level; to apply the knowledge gained to work more effectively together, creating an enhanced sense of belonging and an appreciation of the unique contribution that every single person brings.



*Designed specifically for **support functions** who play a critical role in the smooth operation of FE colleges this innovative session offers college leaders the opportunity to demonstrate that they value and are willing to invest in the **growth and development** of their support teams.*

The programme aims to:

- Increase self-awareness
- Give insights of colleagues to enable participants to reflect on their own behaviours, style, and use of language.
- Instils an understanding of the choice of response and ownership of own behaviours.
- Brings awareness of the valuable contribution that everyone brings to the team with their unique strengths and personal values.
- Helps to create a sense of belonging and value of team dynamics
- Reinforces the importance of effective cross-functional team working for a high performing college.
- Encourages personal reflection and action planning to improve challenging relationships.

Elements

We commence the session with a range of sensory experiences to **dial into the sub-conscious** and to help participants emerge themselves into the session.

We spend some time on **boundary setting** to promote a mindset that is open, curious, kind and compassionate, and we empower participants to recognise they all have a choice as to how they respond in their interactions with others.

We introduce the world class Disc model and use energy and movement to facilitate self-selection to the different styles.

We underpin knowledge of the tool through relatable experiences and examples.

We share knowledge to help delegates **identify their 'style tribe'** and recognise the characteristics of the other different styles.

We encourage participants to select and share the **key attributes that resonate** most with them.

We emphasise that no two people of the same style are identical and that we are **a blend of all 4 styles**, but we have a comfort zone that generally sits in either one or across two styles.

We spend some time embedding learning through **style spotting**.

We then spend time in **individual reflection**, encourage participants to reflect on a relationship that may be challenging them, and applying the deeper knowledge of themselves and insights they now have of others.

We choose several examples to work through anonymously to **embed the learning** through collective Q and As, helping delegates to think

through how they may choose to respond differently and adapt their style and approach.

We encourage individual action planning for participants to have a focus for **improving a relationship** or their responses on leaving the session.

Planning for Success

The event is most effective when teams attend together. Ideal numbers for one session are approximately 40 participants.

The space in which the session takes place is ideally a large, open space, that can be used flexibly – such as a hall, refectory, or atrium area

For best value we would recommend running two sessions, one in the morning typically from 9.00 am to 12.30 pm with a 15-minute break, and then 1.00 pm to 4.30 pm with a 15-minute break.

Optimum participation numbers are around 80 staff, although depending on the space available and availability of an additional internal facilitator numbers may be flexed to up to 50 per session.

The programme is facilitated by trainers who bring a rich blend of L&D and FE experience and who are both Disc practitioners.

Early booking is recommended as this event is proving a popular choice for college inset events.

Costs:

One ½ session: £3,000 plus VAT

Two x ½ sessions: £5,000 plus VAT.

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.