



Developing **Brilliance**

Developing Your Inner Hero
Management Programme



Developing Brilliance

About us

People Development Solutions are our speciality. With over 20 years of experience in the design and delivery of world class development solutions, we have worked in a variety of organisations giving us the confidence to ensure whatever your requirements, we have the answer.

We aren't like other similar businesses. If you want endless powerpoint slides and embarrassing team-building exercises, you've come to the wrong place. We pride ourselves in being innovative, imaginative, engaging and exciting. We use real, honest and personal experiences to involve our clients that turn tedious obligatory training sessions, into a memorable, powerful experience.

No one should live to work. No one should work to live. We should just live. At Developing Brilliance we offer insight into how you and your company can not only be more successful and profitable, but how you can absolutely love what you are doing along the way.

Dan Brown, Founder and MD

Your facilitator for this course is Dan Brown. As the founder and Managing Director of Developing Brilliance, Dan's career spans over 20 years of experience within the Learning and Development sector. Dan is an NLP Practitioner, DiSC Practitioner, Qualified Trainer, Executive Coach and Life Coach and uses his knowledge and expertise to create powerful, meaningful learning experiences. Having worked for some of the country's biggest 'blue chip' companies, Dan made the conscious decision in 2011 to create his own L&D legacy, through the desire to teach individuals how to love what they do.

Whether it is 'Big Room' presenting or one-to-one coaching, Dan is at ease in front of an audience and presents with high energy and good humour. With a passion for psychology and how our behaviours shape our success, Dan's enthusiasm for his work cannot fail to captivate you and take you on a fascinating journey.





Developing Your Inner Hero - Management Programme

This programme of courses absolutely builds management capability and behaviours to a whole new level. Whether you are new to managing people or you would like to enhance your current level of management skills, this programme is right for you. We know this to be true due to the excellent results we have already helped organisations achieve, regardless of their size.

Our dedicated team of Facilitators and Coaches have many years of experience in delivering management development solutions and have worked at senior management levels in various organisations. We have learnt what extraordinary management achieves and have developed this programme to incorporate all of the most useful skills, techniques and behaviours. The programme consists of five very individual courses. All of which are fundamental to the success of improving performance, skills, productivity, profitability and behaviours. You will be delighted with the results. All of our clients have been.

The programme looks like this:

- Effective Appraisals & Objective Setting
- Employee Engagement & Motivation
- The Art of Feedback
- Skills & Performance Coaching
- Challenging Conversations

This highly interactive suite of courses will take delegates on a journey of self discovery, learning how to modify their own behaviours to influence more positive behaviours in others.

As a result of attending these courses you will notice an increase in productivity and profits along with a reduction in employee absence, employee turnover and waste. Each course is a standalone learning experience with it's own set of positive, meaningful learning outcomes.



Effective Appraisals & Objective Setting

This one day course is an absolute must for creating or enhancing a performance management culture within your organisation. If your managers don't understand how your strategy translates in to objective setting you are highly likely to achieve poor results.

Our Effective Appraisals and Objective Setting course teaches managers how to set clear, meaningful and measurable objectives that are aligned to the future direction of the business. It also helps to promote an improved internal communication system, as well as clearly defining roles and responsibilities when it comes to completing actions.

This course enables managers to:

1. Identify the development needs of their employees.
2. Manage underperformance.
3. Recognise talent.
4. Instil confidence through recognising positive performance.
5. Set short and long term goals.
6. Create opportunity to discuss concerns the employee may have in a safe environment.
7. Encourage the employee to identify his or her own personal aspirations.

The course facilitators have helped many organisations improve performance through practicing what they preach.

Employee Engagement & Motivation

This half day course is designed to teach managers and leaders powerful techniques to improve motivation and engagement levels. Happy employees are more productive and are far more likely to display useful, positive working behaviours.

By learning these powerful techniques you can increase productivity, reduce absence, become more profitable and employ people who live the core values of your organisation.

The course is very insightful and provokes excellent discussion. You cannot fail to leave this course with a clear understanding on how you as a manager can influence increased levels of motivation, engagement and commitment from your employees.



The Art of Feedback

Feedback is a highly important management skill, which achieves many positive outcomes including recognition and continuous improvement. This half day course will teach managers how to tailor their feedback style to the motivators of an individual, creating empowering and accountable behaviours.

Creating a great feedback culture in an organisation is paramount, as it leads to improvement in skills and behaviours. That said, if we feedback in the wrong way it can absolutely lead to the opposite. If you want your business to become/remain successful and profitable then this course is right for you.

Skills & Performance Coaching

Coaching, when done well, achieves improved levels of skill, will, confidence, working behaviours and performance. It is the most empowering development tool that we as managers have in our tool box. Our Skills & Performance Coaching Course has been designed to incorporate the very best techniques available, and given that our Facilitators are expert Coaches, this course achieves very powerful results.

This highly interactive and very engaging half day course is an absolute must for managers who are looking to develop their team. Increase your team's performance, productivity and profitability by booking on this course today.

Challenging Conversations

Many people find certain types of work conversations very challenging and we totally understand why. Announcing redundancies, giving warnings and addressing performance issues can be difficult. Anticipation of the event can lead to negative behaviours and these need to be carefully managed.

This interactive half day course teaches delegates how to manage their own emotions and influence the emotions of others. It teaches delegates how to prepare for these potentially difficult conversations and how to manage conflict if it arises.

People who have attended this course have left feeling more skilled and much more confident when addressing negative issues both at work and at home.

This course achieves amazing results and is a must for all managers who are looking to become more assertive, or who are looking to build their confidence and abilities in leading challenging conversations.



Developing Brilliance

Developing brilliant individuals and high performance teams

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