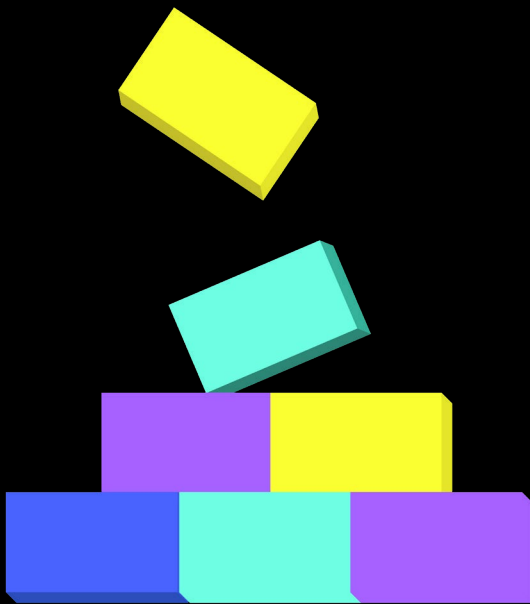


Distinctions.



SELF-BUILD TRAINING PROGRAMMES

Tailored to meet your
specific company needs

At Distinctions, we understand that every group has its unique set of requirements when it comes to training and development.

We've designed our training to be fully customisable. This flexible training approach gives you the freedom to select from a wide range of modules and delivery methods. To help you build your programme, we have categorised our most popular themes into four streams:

Leading | **Communicating** | **Teaming** | **Performing**

Pick and choose the modules that are most relevant to your company's objectives and submit your build. We will work with you to co-create a custom training programme that addresses your precise skills and knowledge gaps.

KEY LEARNINGS FROM EACH MODULE

LEADING

Leadership style & flex

- Honing authentic leadership agility
 - Gaining Followership
 - Aligning the forces of influence, power and trust
-

leading a hybrid workplace

- Redefining visibility
 - Managing needs and expectations
 - Creating adaptive structures that unite and deliver
-

Leading change initiatives

- Understand the purpose and drivers for change
 - How to communicate change effectively
 - An implementation strategy for initiating and managing the change process end to end
-

Creating a culture of collaboration

- Creating the right conditions for collaboration
 - Using design thinking principles to drive innovation
 - Celebrating collaborative outcomes
-

Fostering a positive employee experience

- Establishing Psychological safety
 - Fostering feedback loops
 - Managing needs and expectations
-

COMMUNICATING

Getting buy-in – influence and negotiation

- How to achieve outcomes that have sufficient mutual interest and benefit for all parties
 - What to do when you can't.
 - How to tailor your approach depending on the situation – up, down, across
-

Coaching skills for managers

- Understanding the Coaching mindset
 - Developing listening, questioning, and feedback skills
 - Encouraging self-directed problem solving
-

Facilitation skills for managers

- The role of Coach, Catalyst, Conductor
 - Fostering trust & personal leadership in others
 - Using design thinking principles to drive innovation
-

Navigating interpersonal conflict

- Identifying and managing conflict
 - Managing and using emotions
 - Personal filters and assumptions
-

Feedback & Honest conversations

- Listening and showing understanding
- Giving and receiving feedback
- Models for difficult conversations

TEAMING

Team Effectiveness

- A tangible understanding of what behaviours build teaming capabilities v those that deteriorate team effectiveness
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Fostering Team trust & psychological safety

- Establishing strong points of unity
 - The power of vulnerability
 - Achieving transparency in every situation
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Collaborating as hybrid /remote team

- Using design thinking methodology
 - Leveraging digital tools
 - Three critical stages that boost collaboration.
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Creating a culture of collaboration

- Explore team member strengths
 - Aligning strengths to team deliverables
 - Bridging the gaps
-

Fostering a positive employee experience

- Kaizen fundamentals
 - Project management methodologies
 - Feedback loops and retrospectives
-

PERFORMING

Mental Toughness

- The 6 factors that enable emotional mastery.
 - Simple tools and techniques you can use in everyday life to achieve greater levels of self-management and personal effectiveness.
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Coaching skills for managers

- Looking at the organisation as a system
 - Understanding the thinking styles and prioritising
 - Navigating the internal and external variables
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Facilitation skills for managers

- The six factors that influence decision making.
 - Defining the problem and generating options
 - Ensuring actionable outcomes
-

Navigating interpersonal conflict

- Ten components of emotional intelligence
 - How to leverage strengths to build weakness
 - The interplay between factors in action
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Feedback & Honest conversations

- Managing your career and learning path
 - Building your power stack
 - Moving from tasking to Leading
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Ready to take the first step in building your tailored workshop?

START MY BUILD