

## Podium Sessions

Are you looking to create sustainable high performance in your organisation?

These short 45-60 minute interactive workshops are ideal for “breakfast sessions” or “lunch and learn” sessions. They are thought provoking and high impact sessions highlighting important messages linked to high performance. They are ideal for up to 30 people and are available for senior management through to lower ranking employees.



The sessions help you provide a positive learning environment for your employees, designed to boost performance, employee engagement or well-being. Below is a menu of options that we offer.

1. Playing to Your Super Strengths
2. Sustainable High Performance: How to Motivate Your Team
3. Take Control of Your Self-Confidence
4. Communicate Effectively with Yourself and Other People
5. Professional Philosophy: Shape Your Life and Career with a Purpose
6. Self-Care: Pro-active Energy Management
7. Understand the Environmental Demands on Your Performance
8. Mindfulness: Focus on the Here and Now
9. Resilience: Deal with Challenges Better to Enhance Your Performance and Well-Being
10. Reflect in the Right Way and at the Right Time

## **Managerial and Employee Development options in more detail:**

### **1. Playing to Your Super Strengths**

Often in the workplace individuals roles change frequently, new tasks are assigned, they may have moved department, location or have been promoted. This can create uncertainty in a person's mind which some people find difficult to handle. This session allows individuals and teams to get to know themselves much better and create an environment to thrive where they can go on to work to their strengths.

### **2. Sustainable High Performance: How to Motivate Your Team**

Every workplace needs motivated people, without them productivity drops, profits fall and staff retention proves difficult, resulting in expensive additional costs to organisations. Of concern, findings tell us that 30% of employees are engaged, 52% are neither engaged nor disengaged and 18% are actively disengaged in the workplace. This session looks at how you can re-engage and re-energise your staff with a growth mindset approach.

### **3. Take Control of Your Self-Confidence**

There is a myth that you are a confident person or you are not. This session illustrates that this is not true and that inner confidence can be created with the right approach and attitude. You will learn how to be proactive and put in place simple practical strategies that can help you and your team feel good over the longhaul. Then watch your productivity and well-being soar!

### **4. Communicate Effectively with Yourself and Other People**

Quality communication at work is vital for an organisations success. Some people are able to read other people's thoughts and emotions easily, where as some find this difficult. To be fully effective it is important to understand your own communication style, different methods of communication and how this goes on to impact yourself and other people around you. Barriers and strategies around effective communication will be discussed in this session leaving you feel armed with some useful ideas.

### **5. Your Professional Philosophy: Shape Your Life and Career with a Purpose**

Many people leave their life and career opportunities to chance, waiting for things to happen. This can occur because they get comfortable with their lives and fail to challenge themselves regularly. Additionally, organisations can play a part when the performance appraisal process is presented to staff in a half-hearted way. This session helps you to look within, at your personal core beliefs and values, to review where you are in your life right now and explore new approaches to enhance your well-being.

## 6. Self-Care: Pro-active Energy Management

Burnout is a common challenge for highly motivated professionals who can put so much time and energy into their work that they can neglect themselves. In this session, you will learn to understand what is important to you, traps that you fall into and why. You will take away some simple practical strategies to put into action immediately.

## 7. Understand the Environmental Demands on Your Performance

The environment around you is often not considered by people as a factor in their performance output. This is a huge mistake, as research tells us the environment plays a huge role in an individual's mood, well-being and focus. You will be blown away by this session, learning about your most productive environment, negative and positive influences on your performance and how to get the best out of you and the people around you.

## 8. Mindfulness: Focus on the Here and Now

Today's world is fast paced, it often feels like we are on a treadmill chasing the next best thing or instant gratification. People are also glued to their phones or tablets for large periods. These demands are not helpful for the brain, it impacts negatively on our status quo pushing us into the past or future far too often. This session helps you take stock, to slow down and experience helpful strategies that can positively influence your health.

## 9. Resilience: Deal with Challenges Better to Enhance Your Performance and Well-Being

Change seems to be a buzz word today, and no wonder, because every day there appears to be new advances. If it is not new technological or medical developments, organisations dream up and implement new processes and structures almost constantly. This can create uncertainty and impact negatively on morale which is a concern for organisations. This session allows you and your employees to recognize factors that influence why certain people respond better than others, to change and challenges. You will also benefit from some coping strategies to help you deal with daily pressures more comfortably.

## 10. Reflect in the Right Way and at the Right Time

Today's do, do, do mentality and information overload can shape our brain in unhelpful ways, so we end up on the go constantly. Which means that we rarely reflect and the many people who do reflect, do it on the fly, so are not reflecting effectively. This session is vitally important if you want to be the best version of you, consistently. It is also a huge factor in creating sustainable high performance for teams in your organisation.

If you have any questions regarding this service, please contact us on:

T: +44 (0)7734 697769

E: [info@lookingchallengeintheeye.com](mailto:info@lookingchallengeintheeye.com)

[www.lookingchallengeintheeye.com](http://www.lookingchallengeintheeye.com)