



# Leadership skills development

## Engagement skills prospectus: Seed and succeed

The million-dollar question the world's leading organisations want answered is how to better their people to better their business performance. We help organisations achieve their full potential by training and developing their own people, virtually or face-to-face.

# The seeds for success

We help organisations give their people the skills they need to make a big difference to their performance and yours.

If you want to attract the best talent and build a culture that's outcome driven then, you already know, investing in the development of your people is a must. What you may not know is our tailored training and coaching has already informed, aligned and motivated thousands. What we share works in the 'real world' because we are experienced practitioners with more than two decades each of practical delivery expertise.



## What we offer

We provide group workshops for up to 12 people and one-to-one coaching. Our offer spans leadership development, management development, communications development, sales development, and personal development.

We deliver all the skills critical to successfully navigating today's ever-changing business world. We meet your bespoke skills requirements in a flexible and affordable way, either face-to-face or virtually.

## Workshops

From shop to top floor, people leave our interactive workshops enthused, energised and equipped with the practical tips, tools and techniques they need for immediate implementation.

## Coaching

Personalised experiences from those who can provide external perspectives to challenges are in much demand, with one-to-one coaching a preferred developmental approach. Our coaches understand the demands of accelerating business change because they have successfully navigated it themselves and now coach others to reach their full potential.

### Flexibility: You can customise

**Content:** You can pick and mix from our different development areas to design a course or coaching session that delivers a specific skill set.

**Length:** We can re-build any workshop to deliver the depth and detail you need – from two-hour tasters to multi-day masterclasses.

**Location:** You don't have to travel miles to benefit. We can deliver in person onsite or virtually.

### Expertise: You get practical, proven, professionals

Our coaches and workshop facilitators are subject-matter experts and experienced practitioners – they only ever share learnings in the field(s) in which they are trained and experienced. They teach what works in the real world because they've been there – sharing both best and proven practice to develop the capabilities and confidence of others.

### Affordability: You get great outcomes at affordable prices

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.

Our one-to-one coaching can be expertly designed and delivered to meet your tailored needs from as little as £250 pp per hour.

# Facilitator profiles



## Chris Carey

Chris helps organisations achieve their full potential by better engaging, aligning, training and developing their own people. An award-winning trainer and engagement expert, Chris is the Founder and Managing Director of Axiom. During more than 25 years at Axiom's helm, he has worked with business leaders from many of the world's multinationals. This work has seen him designing and delivering workshops and development activities for those at every organisational level.

He is much demanded by clients for his high-energy, high-impact and hands-on approach. He is also the author of *How to be a better communicator*.



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## Alex Duff

Alex is a storyteller and writer. Employed by internationally-loved household brands for two decades, the stories, scripts and soundbites she's sculpted over the years have been seen and heard on the international stage.

Her first-hand experience of crisis, change and corporate communications makes her well-placed to share her practical learnings and reflections on how to cut through the noise and be heard in an international business environment.



## Miles Henson

Miles helps those who need to transform performance, people and culture. An accomplished executive consultant, coach and keynote speaker, Miles works with global businesses and elite sports teams to help them effectively communicate to deliver the outcomes they want.

His work as a coach to the US Olympic Committee sees his performance measured in Gold Medals and he has an outstanding track record in partnering with Alstom and BMW. Having worked cross-company, country and culture, his strength is helping others see why people say and act the way they do. He then shows how modifying communication and behaviour can resonate widely, to produce the desired end result faster and with greater success.



## Sheila Hirst

Sheila develops leaders to better communicate and helps create dialogue within their organisations. With 25 years' experience as an employee engagement, leadership communication and change expert, Sheila helps leadership teams understand and use their communication to shape organisational culture and influence colleague engagement.

A qualified executive coach and experienced mentor, facilitator and storytelling expert, Sheila specialises in helping leaders find their authentic voice and use it to best effect.

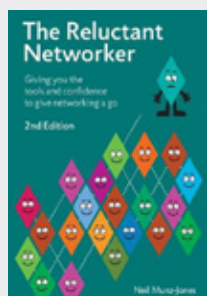
# Facilitator profiles



## Neil Munz-Jones

Neil helps people to be braver and create the networks they need to get more done. The multi-lingual strategy workshop facilitator, coach, inspirational speaker and author of *The Reluctant Networker* leads our networking workshop.

Neil's pragmatic and much-loved book has been featured in all the best broadsheets and business publications. Neil has been a guest speaker at organisations as diverse as The Institute of Directors, Barclaycard, VW (UK), LexisNexis, The National Audit Office and The Financial Times. In our workshops he shares his passion for the power of networking and offers practical advice for how to make it work if you're, well, just a little reluctant.



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## Paul Kinkaid

Paul ensures employers and their employees reach what he calls 'the desired end-state'. The British Army's former Head of Training Development and leader of elite teams as a Lieutenant Colonel, is no stranger to challenging and changing environments.

His trademark calm approach and laser-like focus for achieving desired outcomes, coupled with his experience in the design, delivery and assurance of training programmes makes him much sought after in the business arena. Paul holds a wealth of academic and vocational leadership, training and development credentials, which see him qualified as a Mental Health First Aid Instructor, coach and mentor.



## Dr Domna Lazidou

Domna helps leaders design, implement and evaluate communication strategies for change. A communications academic with a PhD from Cranfield Business School, Domna has expertise in intercultural communication effectiveness and is passionate about the relationship between culture and communication practice in organisations.

A skilled facilitator and trainer, Domna has run workshops for some of the world's most diverse organisations, helping them master the challenges involved in communicating internationally, inclusively and impactfully.



## Nik Moore

Nik shifts mindsets to deliver meaningful behavioural change irrespective of whether he is working at an individual or company-wide level. As an executive business and life coach, an accomplished corporate film director and a live events producer of major events, Nik understands the process behind what moves people, their perceptions and ultimately their performance.

Blending his unique skillset, Nik opens new channels for behaviour change by shifting people's perceptions, raising awareness of alternative paths and devising a simple, easy and personalised habit-forming plan of action as the final part of the process. His career has seen him working with many leading, large corporations, including the BBC.

## Facilitator profiles



### Gary Mullins

As one of the top five business coaches in the UK, Gary helps business owners seize opportunities to succeed and grow. The former Chief Executive and Managing Director is no stranger to helping businesses flourish, having grown sales at a successful FTSE250 company by 400%. As a much respected and qualified coach, Gary is highly sought after by organisations of all sizes – from different countries and sectors.



### Steve Mullins

As a business coach, Steve understands better than most what it takes to succeed in business. ActionCOACH accredited, he's inspired, motivated and helped hundreds of SME Founders and Directors achieve their business and life goals.

As his practical experience of what it takes to succeed has grown, so too has his passion for sharing his insights - applicable to businesses regardless their size. So, whether you want to improve your management style, increase your decision making, build your team or create a winning mindset – Steve has a proven track record in helping others thrive.



### Sarah Williams

With 20 years' experience in strategic sales and marketing within multinational organisations, Sarah now reapplies her knowledge to help business leaders reach their full potential.

Her experience covers a variety of commercial disciplines including sales growth, leadership, wholesale distribution, go-to-market strategy, brand management, marketing, PR and licensing. A qualified business coach, Sarah has seen the positive and often, life-changing, impact her coaching has helped bring to companies of all sizes.



# Leadership skills development: Our virtual or face-to-face workshops



**How to tell your big picture vision so everyone gets the end game**

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**How to become a world-class leader**

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**How to create the ultimate rhythm for sharing strategy**

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**How to lead and communicate change**

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**How to find the time to lead**

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**How to lead motivated teams**

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**How to improve and adapt your leadership style and increase your decision-making**

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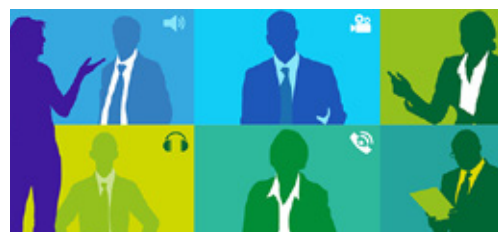
**How to become a great leader: An introduction for those new to leadership**

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**How to build a winning culture**

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**How to lead the way: A comprehensive programme for emerging leaders**

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# Leadership skills development: Our virtual or face-to-face workshops



**How to identify, fully utilise and adapt your leadership philosophy**

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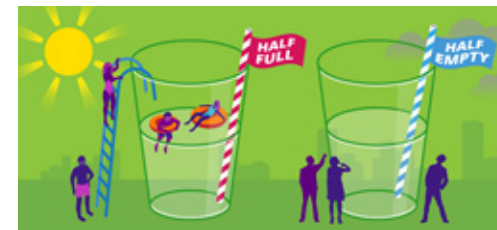
**How to develop high-performing teams**

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**How to protect the mental health of those around you**

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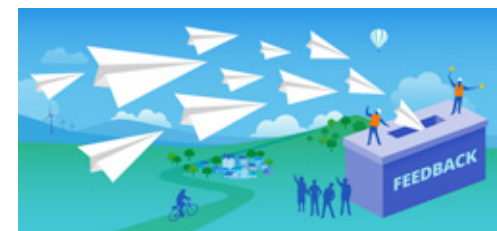
**How to delegate, when to do it and the art of doing it well**

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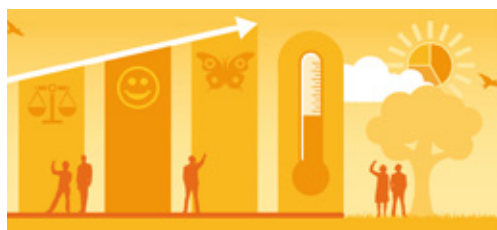
**How to deliver an effective mentoring relationship**

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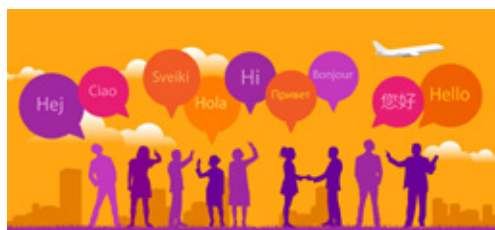
**How to master your behaviour and adapt it to others**

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**How to improve your bottom line through corporate wellness**

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**How to get people to adopt new processes and behave in a consistent way**

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**How to present brilliantly online**

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**How to create an inclusive 'Speak Up' culture by harnessing Psychological Safety**

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# How to tell your big picture vision so everyone gets the end game

Available as a half-day's honing or a day's deep dive for leaders and leadership teams looking to successfully share vision and strategy. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Having a compelling vision is critical to communicating the future state you want to create. But painting a vivid picture of the future, while critical, isn't enough to get you there. You also need to translate that vision and strategy into simple everyday actions. This workshop shares Axiom's proven technique for how to successfully communicate your vision, get strategy buy-in and translate that into practical action to make it happen.

## The difference it makes

You will learn how to build and share your vision story, so you can convert it into action, be it for your entire business, your department or your team.

## The types of things we cover

- Storytelling – why it works and what you need to do it well
- Different learning styles – and the benefits of combining them
- Metaphor – what it is and its power.

## About our workshops

Axiom offers a wealth of interactive workshops, which span the critical skills for successfully navigating today's ever-changing business world. The focus is on practical application, so participants leave with the tips, tools and techniques for immediate implementation. What we share works in the 'real world' because we are experienced practitioners with more than two decades practical delivery expertise. To meet our workshop facilitators [click here](#)

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**Axiom worked with us to create and deliver a series of one-day workshops in several global locations to equip line managers with practical tips and techniques on how to communicate effectively with their teams. The feedback was exceptional, and we have seen a real difference in the way managers operate.**

Regional Manager in a Retail Bank

## Where do I go from here?

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Call or email us now:

**+44 (0) 33 3088 3088**

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**Book a workshop**

Other workshops →



# How to become a world-class leader

Available as a half-day's honing or a day's deep dive for anyone looking to elevate their leadership skills to the highest of levels. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

World-class leaders have a profound impact on their organisations and the people around them. They empower, role model and motivate with seemingly effortless ease. Attendance on this session will provide you with the tools, techniques, attitudes and behaviours required to make that step up.

## The difference it makes

Leaders who lead from a position of care, with emotional intelligence, but who can still make tough decisions - create a following. They build confidence and their teams thrive. Great leaders retain and empower people, through a coaching approach, and they create future leaders. This session will enable you to become the leader that everyone wants to follow.

## The types of things we cover

- Advanced coaching and mentoring techniques
- Aspirational and inspirational vision setting
- Leadership fine-tuning
- Models to allow more informed and quicker decisions to be made.

## About our workshops

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“

**Paul is a leader who inspires confidence through his calm, thoughtful and empathetic approach. It's an approach underpinned by a wealth of experience, amassed in both the military and corporate worlds. He is a rare breed - people follow him because they instinctively know they are safe in his charge. One of Paul's unique talents is that he can share his knowledge and experience of leadership so that others can benefit and learn from it.**

CEO of a National Management Consultancy,  
talking about our facilitator, **Paul Kinkaid**

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# How to create the ultimate rhythm for sharing strategy

Available as a half-day's honing or a day's deep dive for anyone looking to take a strategy and successfully embed it within a team. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Learn how to deliver strategy in a way that engages, rather than overwhelms, teams.

## The difference it makes

You don't only need a compelling strategy; you also need to align your people to successfully execute it. The secret is finding the right format and rhythm for sharing a strategy with teams. This workshop explores such a method for getting change going and keeping accountability high.

## The types of things we cover

- Strategy format
- Communication techniques
- Meeting structures and outcomes
- Accountabilities
- Leadership style, and
- Reporting.

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“

**A complete eye-opener as to how much there is to learn about growing a company.**

Managing Director of a Commercial Printing Company

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# How to lead and communicate change

Available as a half-day's honing or a day's deep dive for anyone exploring change – a critical topic in today's fast-moving world. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

This workshop will help participants lead and communicate more effectively when introducing, catalysing or reinforcing change and equip them with some highly relevant processes, tips and techniques to guide their thinking.

## The difference it makes

Leaders increasingly need to be inspiring advocates for change within their organisations, while often being impacted by the change themselves. We explain how to act as a catalyst for change and create greater levels of engagement with it, so that the new ways of working are effectively and lastingly implemented and the outdated ways of working are consigned to history.

## The types of things we cover

- The impact of leadership and communication on change
- Why change programmes don't achieve their full potential and the communication implications
- Why change programmes fail
- Leading change while being personally impacted
- Understanding Kotter's eight steps to successful change
- Addressing common responses to change
- Balancing the 'inspirational dreams' approach with the 'burning platforms' methodology
- The importance of creating contrast - from 'as is' to 'to be'
- Maintaining motivation when things go quiet
- Techniques to get the change communication ball rolling
- Getting ongoing change to become the norm.

## About our workshops

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## Want something included in this workshop that isn't covered?

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Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“  
As our workshop facilitator, Chris, explained, change is one of the few constants in life – along with death and taxes. I can't do much about those last two, but I now feel better equipped than ever before to lead and communicate in times of change.

Senior Leader in the Nuclear Sector,  
talking about our facilitator, **Chris Carey**

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## Book a workshop

Other workshops →

# How to find the time to lead

Available as two-hour skill builder session for leaders and line managers. Delivered face-to-face, or virtually.

## At a glance

Leaders don't only lead; they have a job to do with roles and responsibilities like anybody else. Leading well takes time and fitting everything in can be a daunting task. This session provides the strategies, models and tools needed to lead well, while also meeting other work commitments.

## The difference it makes

Time is an ever-present constraint and is incredibly valuable to individuals and organisations alike. With the responsibilities of leadership added in, this constraint is felt ever more keenly. This session enables you to identify what is wasting your time and how to better prioritise and manage it.

## The types of things we cover

- The impact of not leading
- The value of finding the time to lead
- Strategies for freeing up time
- Workable mechanisms to managing time well.

## About our workshops

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## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our two-hour skill builder sessions, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £100 pp.



..... “ .....  
**Managing my own time is much easier since this workshop. I now manage my emails and attendance at meetings much more effectively. This has freed up far more time than I ever expected.**

Team Leader in a Global Provider of Security Services

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**Book a workshop**

Other workshops →



# How to lead motivated teams

A day's deep dive for leaders and line managers. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Leading a team is a challenge with a range of issues to deal with concurrently. Motivated teams have an energy and momentum of their own. This workshop identifies those issues and provides the strategies and tools that can be used to keep teams motivated.

## The difference it makes

Developing and leading teams that can achieve demanding objectives is a key skill for any leader to master. This workshop enables you to develop the tools, techniques and skills you need to achieve both organisational and personal objectives.

## The types of things we cover

- The knowledge, skills, attitudes and behaviours required to lead
- The functions of leadership
- Leadership styles and determining your own preferences
- Team motivators – maximising freedoms and minimising constraints
- The benefits of a coaching approach to leadership
- Practical leadership tools including:
  - self-awareness diagnostic
  - personal action plan – including a personal talent scan.

## About our workshops

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“

**My confidence as a department lead was always low; a bit of 'imposter syndrome' I think. The facilitator has really opened my eyes to leadership and how to do it my way.**

Team leader in a Regional Government Organisation

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# How to improve and adapt your leadership style and increase your decision-making

Available as a half-day's honing or a day's deep dive for leaders at all levels. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

This workshop helps you identify your own values and the values of others, through the Hartman Value Profile tool. The tool measures your capacity to make value judgements about the world and yourself. It's particularly useful for discovering people's strengths and weaknesses and for developing, building and rebuilding teams.

## The difference it makes

Our values are the key to our personalities, self-knowledge, and understanding others. You'll learn how to use the Hartman Value Profile tool to improve your judgement to strengthen your decision-making skills, leading to stronger actions and ultimately, success in quality results. You'll also understand the barriers to learning and how to overcome them – invaluable to those striving to upskill their teams.

## About our workshops

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## The types of things we cover

- The Hartman Value Profile tool
- Identifying your personal values and their impact on your preferences
- Leadership styles
- Key decision making
- Learning styles and preferences.

## Want something included in this workshop that isn't covered?

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“

**It's very important to make time to discuss these aspects away from the office. Thought provoking and inspirational.**

Managing Director of a Global Logistics Business

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Other workshops →

# How to become a great leader:

## An introduction for those new to leadership

A day's deep dive or a two-day intensive masterclass for anyone new to leadership. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

### At a glance

Everyone has the capability to lead but without the proper training it can seem an impossible task. This course discusses and defines leadership, considering environmental context. It also provides some top tips, tools, techniques and procedures to empower new leaders to lead well and create leaders around them.

### The difference it makes

Being new to line management and leadership can be a daunting and lonely experience; being able to lead well is key to business success. Without a sound understanding of leadership basics many struggle or simply role model from others, which may (or not) be a good thing. This course provides the fundamental skills you need as a new leader to develop your own authentic leadership style and lead effectively.

### About our workshops

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### The types of things we cover

- An overview of what leadership involves
- The challenges of moving into a leadership role and coping strategies
- The importance of leadership trust and transparency
- The balance between team, task and individual needs
- Leading one's self, strengths, talents, values and behaviours
- Introduction to coaching as a function of leadership
- Practical tools:
  - Explore fundamental leadership and management tools
  - Objective setting
  - Learn and practice how to give feedback
  - Develop a personal action plan - including personal talent scan.

### Want something included in this workshop that isn't covered?

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“

**I'm a much more confident leader now. Beforehand I think I was actually a manager, now I am definitely a leader and I know myself so much better than I did.**

Senior Manager in a Power Distribution Company

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**Book a workshop**

Other workshops →

# How to build a winning culture

Available as a half-day's honing or a day's deep dive for leaders of all levels. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

In today's business climate, focused on rapid growth, it's easy to get lost in strategy, tech or a million other distractions. Successful businesses and their leaders understand that despite the mass of urgent and new 'to dos' vying for their time, they can't afford to lose sight of the bigger picture – securing overall organisational effectiveness. This workshop helps identify those fundamental issues that require the attention of all leaders to build a winning culture.

## The difference it makes

There's only one way for your team to unlock its true value – through its people. Culture is critical to competitive edge and business success, yet it often falls down (or even off) the 'to-do' list for more pressing priorities. So, what can you do to prevent this from happening? This workshop helps you

identify areas of focus and how you can continuously build a better collective culture that gets everyone pulling in the same direction to deliver immediate and visible results.

## The types of things we cover

- The value of finding the time to build a winning culture and the impact of not doing so
- Strategies for freeing up time to reinvest in culture building
- Identifying, addressing and overcoming your organisation's key challenges
- Setting a shared north star of your target culture and re-orientating towards it
- Practical tips and techniques for developing and enhancing a great and winning culture.

## About our workshops

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“

**Great ideas for working on creating a winning business culture, and Steve makes it a really friendly environment to share ideas.**

Partner in a Nationwide Accountancy Firm, talking about our facilitator, **Steve Mullins**

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# How to lead well

A day's deep dive for leaders and line managers. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Anyone in a leadership role knows that there are always things that can be bettered. This workshop explores a wide range of tools and techniques to ease and enhance leadership approach.

## The difference it makes

You'll develop and enhance your leadership style. You'll learn a range of practical tools to grow your authentic leadership style, enabling you to become a more productive and profitable leader.

## The types of things we cover

- Your individual/organisational context
- A selection of leadership tools to meet your needs including but not exhaustive of:
  - Task analysis/question framework
  - Planning timeframes (1/3 : 2/3 Rule)
  - OODA Loop (Observe, Orient, Decide, Act)
  - Strategic and Operational Planning tools
  - ILUO Boards
  - A personal action plan.

## About our workshops

Axiom offers a wealth of interactive workshops, which span the critical skills for successfully navigating today's ever-changing business world. The focus is on practical application, so participants leave with the tips, tools and techniques for immediate implementation. What we share works in the 'real world' because we are experienced practitioners with more than two decades practical delivery expertise. To meet our workshop facilitators [click here](#)

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**I felt that I was quite a good leader even before this workshop but I have developed my skills considerably as a result. I feel ready to move my career forwards and look for promotion opportunities with the new skills and models I have learnt from Paul.**

Senior Manager in a Professional Services organisation, talking about our facilitator, **Paul Kinkaid**

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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# How to align your sales force with your business direction

A day's deep dive or a multi-day masterclass for leadership teams. The multi-day masterclass option would consist of two days over two months, if delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

You know the direction you want your organisation to be headed but to get there you need to align your sales force. 'NAVIGATE' is a world-class process that enables harmonisation, by taking leaders through the rationale and actions for change. 'NAVIGATE' is an acronym and the process explores **N**ecessity, **A**nalysis, **V**ision, **I**mplications, **G**rading, **A**lignment, **T**ransition and **E**mbedding.

## The difference it makes

The 'NAVIGATE' process offers clarity about the need for change, how to get there and a mechanism for successfully taking people on the change journey.

## The types of things we cover

- Credibly establishing the need for change and the implications of doing nothing
- Identifying where we are now and what and who will be impacted
- Future visioning
- Measuring and embedding change and excellence.

## About our workshops

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Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“  
A really life-changing event that  
made me think about how well I really  
know my customer!

Senior Sales Executive in a Global Engineering Corporation

## Where do I go from here?

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# How to lead the way: A comprehensive programme for emerging leaders

Multi-day masterclass for anyone new to leadership or with an impending leadership role. This programme is a series of six day-long workshops taking place over six months, if delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

What does it mean to be a leader in the 21st Century?  
What has changed and what is coming down the line?  
These are the types of questions new leaders need to be asking in order to emerge with their best foot forward. This comprehensive workshop series explores the changing face of leadership and the qualities needed to successfully lead the way as a leader today.

## The difference it makes

Leadership is changing. From the way we use technology to the diversity of those we lead. All this and more, means the way we lead must also change. This comprehensive programme creates the time and space needed for emerging leaders to reflect, question and prepare for leading the way.

## About our workshops

Axiom offers a wealth of interactive workshops, which span the critical skills for successfully navigating today's ever-changing business world. The focus is on practical application, so participants leave with the tips, tools and techniques for immediate implementation. What we share works in the 'real world' because we are experienced practitioners with more than two decades practical delivery expertise. To meet our workshop facilitators [click here](#)

## The types of things we cover

- Twenty first Century leadership: Styles and skills for thriving today and tomorrow
- Mega trends: What's changing and what's the impact?
- Diversity, inclusion and culture: Its value and its impact on performance, strategy and leadership style.

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

This multi-day masterclass programme, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £1,520 pp.



“

**Leadership has changed so much in the last 10 years and this really made me sit up and think about my leadership style and the impact I have.**

Senior Manager in a UK Automotive Company

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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# How to identify, fully utilise and adapt your leadership philosophy

A day's deep dive plus one-to-one coaching. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

What do I believe in, how does it influence my leadership and how do I communicate that? Understanding your leadership philosophy, embracing its strengths and acknowledging its weaknesses, is critical to becoming a great leader. This workshop helps you explore your leadership philosophy, why it's important to have one, how it influences you and how you share it to get the best results from others.

## The difference it makes

The best leaders take their people with them through a clearly articulated philosophy setting out the type of leader they are, what they stand for and why. Doing so helps your team and your other stakeholders understand what's important to you and the values and behaviours that you'll display and be looking for in delivering results.

## About our workshops

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## The types of things we cover

- Learning from the best: The philosophies of successful leaders and their impact
- Developing your own leadership philosophy
- Optional post-event one-to-one follow ups to help fine tune your leadership philosophy and support you with communicating it to your people.

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**I never even considered that I should have a Leadership Philosophy. If I don't know what mine is – how can I expect my team to follow?**

Executive in a Local Council

## Where do I go from here?

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# How to develop high-performing teams

A day's deep dive for anyone leading or managing a team.

Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

You've got goals to achieve, there's more work than time, and the competitive landscape is fierce. To optimize performance and accelerate business growth, you need teams that consistently perform – highly. But, in our ever-changing world of priorities, plans and people, securing a high-performance team is no easy task. This workshop explores what a high-performing team looks like and, most importantly, what needs to be present for you to create one.

## The difference it makes

A team that fails to consistently perform at its best adversely affects the success of; your organisation; your leadership, and; your individual team members. These are costly and disruptive outcomes no one wants. They are also entirely preventable. You'll learn what a high-performance team

looks like and what you need to do to transform a team to a world-class performing one. You'll leave with practical learnings for getting your team pulling in the same direction to deliver immediate and visible results.

## The types of things we cover

- Identifying what a highly effective team looks like
- High-performing teams in business and sport
- The common denominators of high-performance teams
- Matching behaviours to performance
- The importance of a team 'code of conduct'
- Achieving and sustaining a high-performance team.

## About our workshops

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## Want something included in this workshop that isn't covered?

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Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**It was an incredibly thought-provoking event. We never really had high candour in our organisation, this event gave us a safe process to have real feedback.**

Lawyer in a UK Law Firm

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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# How to improve business performance by getting Straight A's in Interpersonal Excellence

A masterclass for everyone. This one day programme also includes optional one-to-one confidential feedback and coaching. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

The ability to build and nurture mutually successful relationships with those around you is key to success in all walks of life. If only there was a formula for developing interpersonal excellence... Well we think there is and it involves getting three straight A's, in self-awareness, astuteness and agility. And the good news is making the grade is something we can all achieve. Using the well-respected profiling tool, DISC, to provide a framework and a common language this workshop will help you unlock the potential of every interaction you have with people who are like you – and those who are not.

## The difference it makes

You'll gain a greater understanding of yourself and be able to pinpoint why you work well with some people, while with others you don't. This course will challenge you to think about how you might need to adapt your own working style and develop approaches to help you work successfully

with everyone around you. This practical outcome-oriented workshop, goes way beyond just getting a report that tells you what your partner in life already knows. It gives you the tools and techniques to apply that knowledge and get the best possible results from the relationships you are focussing on.

## The types of things we cover

- Understanding the DISC profiling tool and how to apply it
- Enhancing your self-awareness, what works for you, what doesn't and why
- Increasing your ability to 'read' others, what works for them, what doesn't and why
- Strategies to create win / win outcomes with your boss, your colleagues, customers and stakeholders, even with family members at home
- Highly recommended private and confidential coaching to help you get the most from the programme.

## About our workshops

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## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our multi-day masterclasses, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £520 pp.



“

**I had a critical stakeholder at work that tested my patience beyond belief. Every time we met, I'd walk away hugely disappointed and inwardly angry. Then I'd spend hours afterwards reflecting on those meetings only to become yet more frustrated. DISC genuinely surprised me. It helped me understand why I found that relationship so difficult. I changed my approach and it positively transformed our relationship.**

Regional Manager in a Retail Bank

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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# How to protect the mental health of those around you

A masterclass for leaders and line managers. Delivered over two-days face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Mental health is a critical, yet often ignored, aspect of workplace Health and Safety. This workshop is designed to raise awareness of mental health and reduce the stigma surrounding mental health issues. It's a must for anyone with people management responsibilities.

## The difference it makes

It will empower you to identify, understand and support others experiencing mental health challenges. This practical workshop provides you with the skills, knowledge and confidence to recognise the symptoms of mental health issues. Successful completion results in qualification as a Mental Health First Aider through Mental Health First Aid England.

## The types of things we cover

- Identifying, understanding and helping someone who may be experiencing a mental health issue
- Recognising mental ill-health warning signs
- Listening, reassuring and responding - even in a crisis or to prevent crisis
- Developing the skills and confidence to approach and support someone while keeping yourself safe
- Empowering someone to access the support they might need
- Understanding how to support positive wellbeing
- Tackling stigma in the world around you.

## About our workshops

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## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our multi-day masterclasses, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £400 pp.



“  
An amazing course! I have reflected on my own wellbeing as well as those around me and I'm now a much better boss and person.

Senior Leader in a Data Science Provider

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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Other workshops →

# How to coach others to success

A deep dive for leaders and line managers. Delivered in a day face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Coaching increases engagement and performance by empowering and encouraging people to take responsibility for themselves. This workshop serves as an introduction to coaching techniques.

## The difference it makes

The modern business environment demands that organisations constantly re-examine their business practices, with change being a constant challenge. Coaching enables people to be empowered and well supported in this constantly uncertain and ambiguous setting. You'll learn techniques that will enable you to coach others to positively develop themselves and face change in a more positive manner.

## The types of things we cover

- Defining coaching and what it is and isn't about
- The benefits of coaching
- Establishing a productive coaching relationship
- The coaching contract
- Determining and practicing the skills required to be an effective coach
- Questioning and listening skills
- Structuring coaching conversations – a handy tool
- Identifying when it is appropriate to coach and when it is not
- Coaching practice – the opportunity to coach and be coached
- Developing a personal action plan – including a personal talent scan.

## About our workshops

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## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“  
**Paul is an amazing coach and trainer. I had done some reading about coaching and felt I understood it, but I now know I was only in the foothills of a mountain range that Paul knows like the back of his hand.**

Regional Manager in a Medical Devices Company,  
 talking about our facilitator, **Paul Kinkaid**

## Where do I go from here?

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# How to delegate, when to do it and the art of doing it well

A half-day honing for leaders and line managers. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Delegation is a critical element of leadership but it's not as simple as off-loading those tasks you don't want to do. Good delegation is about empowering yourself and others – it's also a great mechanism for identifying and developing talent. This workshop provides practical frameworks for effective delegation.

## The difference it makes

Creating an empowering environment makes teams more productive and organisations more profitable. Delegating well is key to creating an empowering environment. You will learn how to delegate effectively and create the cultural conditions for empowerment and growth.

## The types of things we cover

- Why we delegate
- How to delegate effectively
- The benefits of effective delegation
- The risks of delegation misuse
- Recognising successful delegation and identifying what's been achieved
- How to provide feedback
- Delegation frameworks; including a feedback framework
- Developing a personal action plan.

## About our workshops

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## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our half-day honing sessions, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**I have historically struggled with delegating, falling into the usual trap of deciding it would be quicker to do it myself! Now I understand how to harness the wider skills of my team, leaving me to be more productive on the things I should be doing.**

Team Leader in an Outsourced IT Operation

## Where do I go from here?

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Other workshops →

# How to deliver an effective mentoring relationship

A day's deep dive for leaders and line managers. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Mentoring is the two-way exchange of knowledge and experience. It builds the personal and professional development of both mentor and mentee. Mentoring delivers win, win, win outcomes for mentors, mentees and their organisations. It provides a safe space for sharing advice and experience, good practice, corporate knowledge, ideas and self-reflection.. This workshop supports potential mentors and organisations wishing to create a mentoring culture.

## The difference it makes

A mentor has been there already, they have developed coping strategies, they have made mistakes and they have grown as a result. Being a mentor is about drawing on your knowledge to help guide someone else, so they can leapfrog mistakes and benefit from your experiences. You'll learn a mentoring framework for delivering the best mentoring outcomes.

## About our workshops

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## The types of things we cover

- Defining mentoring and what it is and isn't about
- Establishing a productive mentoring relationship
- The mentoring contract
- Developing a structure for a mentoring session
- Enhancing feedback skills
- Mechanisms for overcoming mentoring challenges
- Practicing mentoring
- Developing a personal action plan - including personal talent scan.

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**I'm much more confident to support those around me now – great course.**

Chief of Staff in a Global Pharmaceutical Company

## Where do I go from here?

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**Book a workshop**

Other workshops →

# How to master your behaviour and adapt it to others

A half-day's honing or day's deep dive for leaders and managers.  
Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Our behaviour impacts our results. Mastering our behaviour transforms relationships and outcomes. This workshop helps you better understand your behaviour and how you can adapt it to secure the best outcome.

## The difference it makes

You'll learn how your behaviour impacts others, how you can better manage your reactions and, ultimately, how you can successfully adapt your behaviour and language in any situation to secure the best result.

## The types of things we cover

- Understanding your own motivations and those of others
- Knowing your triggers and spotting them in others
- How others view you and the 360-degree feedback perspective
- Managing your reactions
- The benefits of adapting your behaviour
- How to remain authentic and adapt your behaviour
- Techniques for better communication.

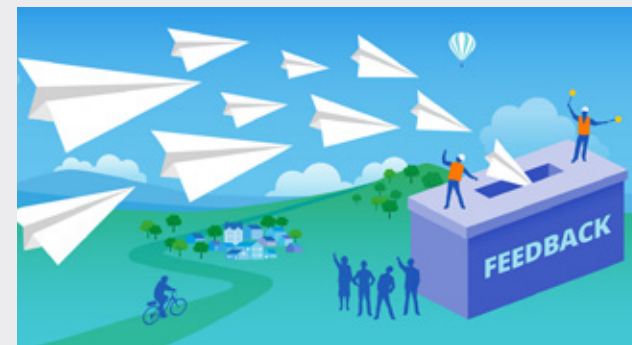
## About our workshops

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## Want something included in this workshop that isn't covered?

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Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“It was fascinating to learn more about my behaviour in the work environment and how I can adapt it to everyone's best advantage. The style of coaching and enthusiasm of the people involved really helped the subject matter hit home.

Director of a UK Transport Business

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

Call or email us now:

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**Book a workshop**

Other workshops →

# How to improve your bottom line through corporate wellness

A day's deep dive for leaders and mid to senior level line managers.  
Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Corporate wellness has a huge impact on an organisation's culture, its ability to perform and to be profitable. Creating the balance necessary to achieve it and reaping the benefits is far from straight forward. This workshop explores the elements that help nurture a strong, happy and balanced working environment and offers processes and tools to help you secure it.

## The difference it makes

Our hormones impact our behaviour and that impacts what we say, do and achieve. In the workplace we must balance hormones as a collective to positively benefit individuals, teams and organisation-wide outcomes alike. By putting in place processes to balance hormones, you will be able to help your people be happier at work, collaborate better and improve their performance – contributing to a stronger culture of corporate wellness.

## About our workshops

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## The types of things we cover

- What corporate wellness is and why it matters so much to the bottom line
- How hormones affect behaviour and what we can do about it as leaders
- The pillars of corporate wellness
- Isolation and how it affects performance
- Psychological safety and how to create it at work
- Holding meaningful conversations
- Coaching skills
- Creating effective work/life balance
- Mindfulness, fitness and nutrition
- Personal leadership action plan development.

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**Nik consistently delivers high quality and high value workshops. He is very easy to work with and comes up with great ideas and new ways of delivering in an engaging way.**

PR and Social Media Manager in a Global Bank,  
talking about our facilitator, **Nik Moore**

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

Call or email us now:

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**Book a workshop**

Other workshops →

# How to get people to adopt new processes and behave in a consistent way

A day's deep dive for leaders and managers. Delivered face-to-face, or in a series of shorter sessions if delivered virtually.

## At a glance

Successful businesses balance soft skills with processes and procedures that get people behaving in a consistent way. Achieving that consistency is challenging but imperative if you want to replicate success. This workshop provides a proven process for delivering consistency.

## The difference it makes

Without process and procedure there's chaos, yet over-reliance stifles individual creativity and motivation. You'll be introduced to a proven process for securing the best of both. One that encourages innovation and embeds consistent and replicable team behaviour and results.

## The types of things we cover

- How behaviours form
- The behaviour formation process
- Finding rewards that resonate
- Behaviour change pillars:
  - The Trigger: How to make it accessible
  - Desire: How to make the process attractive
  - Action: How to make it easy to access
  - Pleasure: How to properly identify it.

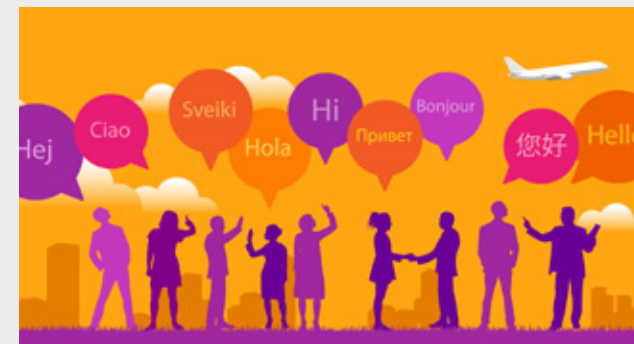
## About our workshops

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## Want something included in this workshop that isn't covered?

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Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“

**Nik's creativity is fabulous and this shines through his workshops. Like everything he does Nik's workshops have high production values and never fail to deliver. He's very likeable and enthusiastic – he really knows how to connect with any audience.**

Business Development Director in a Global Manufacturing Company, talking about our facilitator,  
**Nik Moore**

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

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**Book a workshop**

Other workshops →



# How to present brilliantly online

Two-hour skill builder for presenters at all levels. Delivered virtually.

## At a glance

The increase in remote working and the reduction in business travel mean that many of us spend much of our day on Zoom calls and in MS Teams meetings. So how do you get your presentations to stand out from the crowd and make a big impact when everything looks the same on the small screen? This workshop provides the answer and can be run for teams, or groups of presenters about to speak at an online event. We can also extend the workshop to partner with presenters on a one-to-one basis to help shape their content and rehearse them for high profile speaking engagements.

## The difference it makes

Participants will leave the workshop inspired to take the best practices from the 'old world', together with new tips, tricks and techniques for the digital age, to deliver brilliantly online.

Your new found confidence will make your presentations leap off the screen straight in to the hearts and minds of your audience, getting them to sit on the edge of their chairs... the front edge, ready to take action – based on what you've told them.

## The types of things we cover

- Clarifying the purpose of your presentation
- Structuring your presentation for maximum effect
- Tips and techniques for prioritising your content
- Using your camera to best effect
- Online body language
- Driving up interactivity
- Tech to harness, beyond Zoom and MS Teams.

## About our workshops

Axiom offers a wealth of interactive workshops, which span the critical skills for successfully navigating today's ever-changing business world. The focus is on practical application, so participants leave with the tips, tools and techniques for immediate implementation. What we share works in the 'real world' because we are experienced practitioners with more than two decades practical delivery expertise. To meet our workshop facilitators [click here](#)

## Want something included in this workshop that isn't covered?

We give you the flexibility to 'mix and match' content, duration and depth to build a customised workshop that meets your organisation's precise needs.

Our one-day workshops, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £200 pp.



“  
I learnt so many easily implementable ways to help me present and engage better online – all brought to life for real, in an online workshop of course.

High Potential Programme participant  
Global Portfolio Business

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

Call or email us now:

**+44 (0) 33 3088 3088**  
**hello@axiomcommunications.com**

**Book a workshop**

Other workshops →

# How to create an inclusive 'Speak Up' culture by harnessing Psychological Safety

A tailored series of activities, including highly interactive outcome focused workshops for senior leaders and their direct reports. Delivered face-to-face or virtually, this in-depth programme is a must for every leader who wants to create a more inclusive environment in which their people can genuinely speak up without fear of consequence, to more effectively deliver organisational goals.

## At a glance

While the term may be relatively new in business, Psychological Safety as a concept is something Axiom has understood and been helping leaders create and curate in their teams for many years. Psychological Safety is the keystone to employee engagement, empowerment, and entrepreneurial spirit. This workshop goes significantly beyond sharing the theory of 'what and why' to offer practical tips, tools, and techniques in terms of 'how'.

## The difference it makes

You will learn how to create and sustain a working environment where those you lead and interact with feel safe enough to speak up and contribute their insights and ideas to help you: enhance inclusion, create high-performing teams, make better informed decisions and drive-up

engagement. So, if you want to reap the benefits these things provide, mastery of Psychological Safety is a leadership must.

## The types of things we cover

- What Psychological Safety is and how it plays out in the workplace
- The difference that enhanced Psychological Safety delivers for leaders, their people, and organisational performance
- How senior leaders can create, improve, and sustain Psychological Safety to secure a Speak Up culture, on a daily basis
- The steps line managers and frontline colleagues can take to help ensure their voices are heard, their ideas celebrated and where appropriate acted upon
- Real life scenarios to put your new found knowledge to the test... in a safe environment.

## About our workshops

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“

**I've been hugely impressed by the influence that Axiom have had in driving up the levels of trust and psychological safety that has resulted in significantly richer and more open dialog within the team, leading to higher levels of engagement and ownership.**

Chief of Staff, Global IT Function

## Where do I go from here?

If you like the sound of this or any of our workshops, we'd love to partner with you.

Call or email us now:

**+44 (0) 33 3088 3088**

**[hello@axiomcommunications.com](mailto:hello@axiomcommunications.com)**

**Book a workshop**

Other workshops →