

Personal 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.

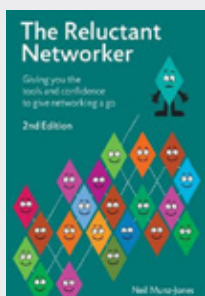
Facilitator profiles



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.

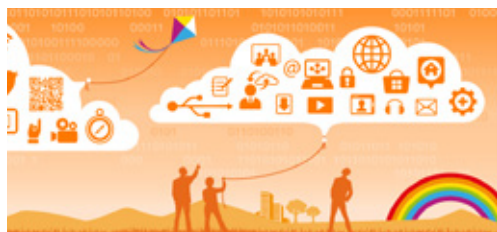


Sarah Williams

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.

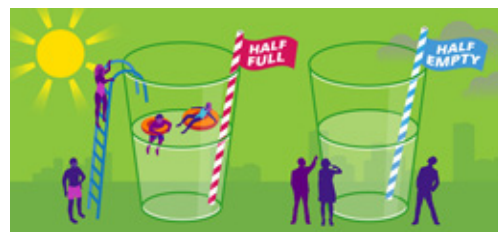
Her experience covers a variety of commercial disciplines including sales growth, leadership, wholesale distribution, go-to-market strategy, brand management, marketing, PR and licensing. A qualified business coach, Sarah has seen the positive and often, life-changing, impact her coaching has helped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

Personal skills development: Our virtual or face-to-face workshops



How to protect the mental health of those around you

8



How to maintain a positive outlook

9



How to build resilience and personal wellbeing

10



How to create and maintain a high-performance mindset

11



How to be a great trainer

12



How to deliver an effective mentoring relationship

13



How to coach others to success

14



How to coach your own team to better performance

15



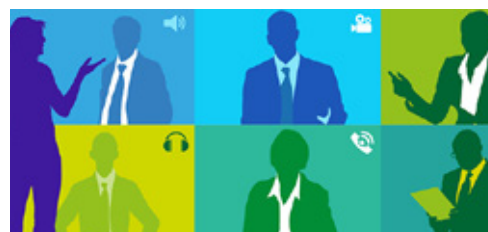
How to improve your working relationships by increasing your emotional intelligence

16



How to understand finance for non-finance people

17



How to master your behaviour and adapt it to others

18



How to balance your head, heart and gut to make better decisions

19

22

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

The master class empowers you to identify, understand and support others experiencing mental health challenges. This practical two-day 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.

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

- 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.

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, I'd like to think, person too.

Regional Manager, National Healthcare Sales

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 maintain a positive outlook

A half-day's honing for anyone who wants to create positive outcomes for themselves, their projects or their teams. Delivered face-to-face, or in shorter sessions if delivered virtually.

At a glance

It can often feel as though the world is conspiring against us. Our built-in tendency is to react negatively. But how we respond is a choice and that impacts the outcome. This workshop explores how we respond to things and what happens when we choose to take a positive view. It provides practical tips and techniques for achieving a balanced view, which can radically alter the outcome of any situation.

The difference it makes

You'll create healthier and more balanced environments enabling good ideas to thrive along with better decision making, even in the most difficult situations. You'll feel more positive and achieve a greater sense of wellbeing.

The types of things we cover

- The benefits of positivity
- The implications of negativity
- Our inner voice and how to challenge it
- Identifying, challenging and changing negative language
- Tips and techniques for securing a balanced and objective view
- Real world case studies.

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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 left this workshop with life-changing insights. A good mix of theory and practice that I'm confident I can apply.

Senior Leader in a Global Pharmaceutical Company

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Book a workshop

Other workshops →

How to build resilience and personal wellbeing

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

At a glance

In a world where change often seems to be the only constant, this workshop builds resilience and identifies ways to enhance wellbeing.

The difference it makes

With ever-present pressures it is critical to be able to effectively manage your emotional state and build resilience. Doing so leads to enhanced personal and professional positivity, improving both your performance and wellbeing.

The types of things we cover

- The concept of resilience
- The link between resilience and high performance
- The impact your lifestyle and wellbeing have on resilience
- Measuring your resilience
- Challenging negativity
- The strategies and tools you need to enhance resilience
- Personal action planning.

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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.



“

**'Loved it' is the wrong phrase,
but this really opened my eyes to
the pressures I have been under and
how close to burnout I was.**

Senior Leader, Outsourced Facilities Management Provider

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Book a workshop

Other workshops →

How to create and maintain a high-performance mindset

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

At a glance

"The more I practice, the luckier I get," said golfer Gary Player. It seems he was onto something powerfully insightful. Intelligence and talent are NOT fixed traits. The most basic abilities can be developed to deliver high-performance when a growth mindset, accompanied by reinforcing habits, are adopted. This workshop helps shift your mindset and habits for getting the best from you.

The difference it makes

You'll be able to recognise your current habits and will have the tools and techniques you need to develop them to get the best from yourself. You'll understand how to face challenges and, by responding with a growth mindset, will be able to improve your own performance and that of others.

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The types of things we cover

- Mindset and how it prevents or produces high performance
- Developing and maintaining great habits
- How to become a high performer
- Managing others to high performance.

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“

It is important to take time out of the business to think about improvement, and this was a great investment for us.

Director of an Online Platform Company

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Book a workshop

Other workshops →

How to be a great trainer

A deep dive for existing and potential trainers. Delivered in a day face-to-face, or in a series of shorter sessions if delivered virtually.

At a glance

Being able to train others is a growing requirement for those outside learning and development teams. If you want to understand what is required to plan, deliver, assess and assure the highest quality training then this workshop is for you.

The difference it makes

You'll be able to deliver engaging and effective training to a range of people, with a variety of learning styles and ensure they retain that knowledge.

The types of things we cover

- The roles and responsibilities of an instructor
- Applying the qualities of a good instructor
- Delivering presentation skills
- Distinguishing different learning techniques
- Applying the question technique
- Designing a lesson structure
- Distinguishing training objectives
- Selecting instruction aids to support objectives
- Testing and evaluation
- Record keeping
- Personal action planning.

About our workshops

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“

Having been promoted into a role with a training delivery responsibility, I am a much more confident speaker after this workshop. Paul is a great role model – loved the humour!

Middle Manager in a National Internet Service Provider
talking about our facilitator, **Paul Kinkaid**

Where do I go from here?

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Book a workshop

Other workshops →

How to deliver an effective mentoring relationship

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

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?

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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.



“

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

Regional Manager in a Global Fasteners and Accessories Organisation

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Book a workshop

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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“

This event really challenged my thinking about creating a coaching culture within my business. We had played at it for years, but it wasn't part of who we are. It is now!

Leader in a UK Bank

Where do I go from here?

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Book a workshop

Other workshops →

How to coach your own team to better performance

A deep dive for line managers who want to coach those they also manage. Delivered in a day face-to-face, or in a series of shorter sessions if delivered virtually.

At a glance

Coaching empowers people. It facilitates learning and development, increasing engagement and improving performance. But is it possible to coach someone you also line manage? This workshop introduces coaching techniques and helps you understand when to employ them to improve your team's performance.

The difference it makes

You'll understand when it's appropriate to coach and when it's appropriate to manage. You'll develop coaching techniques and be able to create the conditions to become an effective coach to get more from your team.

The types of things we cover

- Defining coaching and what it is and isn't about
- The benefits and principles of coaching
- The importance of creating a culture of team coaching
- Pure coaching versus managing
- When to lead, manage and coach
- Establishing a productive coaching relationship with someone you line manage
- Coaching skills, techniques and tools
- Coaching case studies

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“

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.

Team Leader in a World-leading Packaging Company, talking about our facilitator, **Paul Kinkaid**

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Book a workshop

Other workshops →

How to improve your working relationships by increasing your emotional intelligence

A deep dive plus one-to-one coaching, for everyone. Delivered in a day face-to-face, or in a series of shorter sessions if delivered virtually, followed by coaching, as required.

At a glance

Do you manage your emotions or do they manage you? The ability to recognise and respond to emotions guides our thinking, behaviour and performance. This workshop helps you understand the way you think and process situations. It creates a safe space to explore the way you are, why, and provides you with the tools and techniques to optimise your emotional intelligence.

The difference it makes

You'll be better able to manage your impulse control, adjust your emotions and adapt your behaviour. Ultimately, you'll enhance your emotional intelligence and secure better outcomes.

The types of things we cover

- Defining emotional intelligence
- Understanding how we see and deal with the world
- The benefits of dealing with self-esteem, impulse control and emotional regulation
- A world-class emotional intelligence tool
- Practical group session and follow-up one-to-ones.

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 £1,340 pp.



“

What this event gave me is a clear picture of why I think the way I do, and what impact that has on the people around me. I never realised how much my thinking restricted my listening and decision making.

Senior Manager in a Local Council

Where do I go from here?

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hello@axiomcommunications.com

Book a workshop

Other workshops →

How to understand finance for non-finance people

A masterclass for anybody with a non-financial background, run over three consecutive days face-to-face, or in a series of shorter sessions if delivered virtually.

At a glance

Regardless of your area of expertise, in today's competitive business environment we all need a working knowledge of our organisation's financials. This workshop is interactive and engaging, it provides an overview of everything you need to know about business finance in a straightforward way.

The difference it makes

You'll have a working understanding of how the finances of a business work. You'll be able to assess risks and opportunities and will confidently be able to read a profit and loss (P&L) sheet and a balance sheet.

How it works

This is a fun and interactive look at business finance. Learning is gained over the course of three days, through the playing of a business simulation game. You are involved in all aspects of finance during the game – from employing people, buying stocks and shares, creating a P&L sheet and a balance sheet. You get the opportunity to review your performance at the end of the game, before assessing and commenting on some real world business account case studies.

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.

This multi-day masterclass programme, based on ten participants, can be expertly designed and delivered to meet your tailored needs from as little as £600 pp.



“

This interactive event gave me a simple yet effective understanding of how business works – what the numbers mean and how to spot risk. I loved the business simulation – very engaging.

Sales Manager in a Global IT Company

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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?

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.



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It was fascinating to learn about my behaviour in the workplace 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 in 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.

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hello@axiomcommunications.com

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Other workshops →

How to balance your head, heart and gut to make better decisions

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

At a glance

We have three brains: Our head, heart and gut. Their misalignment causes us to make poor decisions. This workshop explores the role of each brain and gives you techniques to align them for better decision making.

The difference it makes

Most of our decisions are made at a subconscious level. You learn how your three brains influence your outlook and the decisions you make. You'll be given the tools and techniques to align these to make more rounded decisions, leading to better results.

The types of things we cover

- Our three brains and their functions
- Head brain: Over-reliance in the workplace
- The importance of listening to heart and gut brains
- The Autonomic Nervous System and how to 'balance' it
- The consequences of three brain misalignment
- The Brain Alignment Roadmap tool for making better decisions.

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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 Manufacturing Company, talking about our facilitator, **Nik Moore**

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How to spot language patterns to positively improve and influence relationships

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

At a glance

When we talk, the words we use reveal much about us. Tuning into the language used by others can help us discern what motivates them. Understanding that can help shape our conversations with them to better connect. This workshop helps you spot language patterns and harness that learning to improve your relationships – ultimately securing better results.

The difference it makes

Relationships lie at the heart of all business. This workshop helps you secure better relationships. You'll learn to identify what's important to someone else by carefully listening to what they say and responding accordingly. You'll learn how to spot the most common language patterns, understand how to adapt your own language style and subsequently increase your levels of rapport for better, more collaborative relationships.

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The types of things we cover

- Language and behaviour profiling
- Ethically influencing conversations and why manipulation doesn't work
- The benefits of identifying and matching another's language pattern
- The five most common language patterns
- Practical profiling session
- Strategy development and personal action planning for implementing learning.

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“

I would, without reservation, recommend Nik. It is a true pleasure to work with him and it's why I've now worked with him while with two separate employers.

Marketing Manager in a Global Consumer Products Manufacturer, talking about our facilitator, **Nik Moore**

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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.

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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

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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.

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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

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