



People Development Core Services.

Empowering Transitions
Advancing Careers

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PEOPLE DEVELOPMENT



Overview.

Because your people are your *biggest asset*.

We are here to support every step of the way.

Bringing over 20 years experience in recruitment, outplacement and coaching, we bring expertise to upskill and empower employees and give them space to reflect, grow and take positive action.

Based in Gloucestershire, with a wider network of associates to support projects.



Here is an overview of our services...



1-2-1 Coaching.

Career and Leadership Coaching.

Career and leadership coaching, to support people into new roles and develop their confidence, resilience and productivity in existing roles.

Your leaders and teams will benefit from a deeper understanding, using psychometrics and strengths assessments, to improve self-awareness, step up and shine.

Executive Coaching Packages

For executives, our **1-2-1 Executive Coaching** are invaluable. We help executives develop influencing and strategic thinking skills, build stronger relationships, transition to a new role and be more self-aware, confident and competent leaders.





Workshops and Team Events.

Fun, reflective and practical development sessions to **empower employees and give them space and tools to grow.**

Our core programmes **Empowered Leader** and **Emerging Leaders** are modular programmes and can be delivered in-person or face-to-face. Consisting of 6 modules, with optional bolt on modules and 1-2-1 coaching.

For emerging leaders and established leaders.

- Enhance Relationships – increase self awareness and identify strengths. Profiling tools help teams to enhance communication and collaboration.
- Learn tools for a growth mindset, build resilience & bust limiting beliefs
- Manage expectations, set expectations and boundaries
- Lead change and uncertainty to minimise dips in productivity
- Learn coaching skills & hold people to account, empowering problem solving and a solution focussed approach.
- Lead proactive career development conversations



“100% of delegates said they would recommend our signature leadership programme”



How Well do you Know your Team?

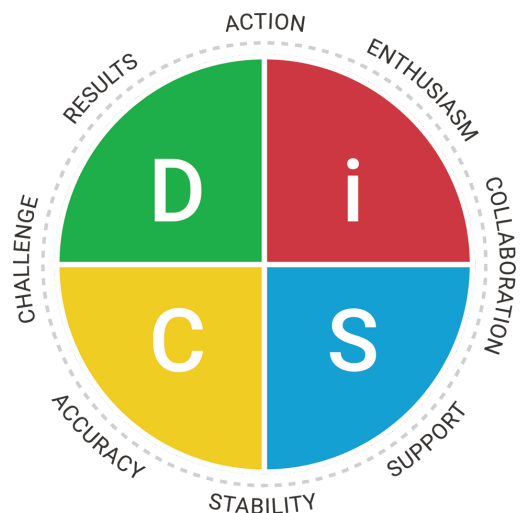
Improve workplace communication, relationships and team working.

The Everything DiSC Workplace Profile is ideal for:

- Team development
- Improving everyday workplace relationships
- Enhancing communication skills
- Mediation
- Workplace coaching

Everything DiSC Styles

The DiSC® model is a **world renowned profiling tool** that describes a person's behaviour and explains why we act as we do in various situations. Understanding the DiSC® model and our own **DiSC® style** enhances our **self awareness** and **increases our opportunities of working well with others**.



EVERYTHING **DiSC**
A Wiley Brand





Career Advancement Workshops.



Leading Change



Leader as Coach



**Time & Energy
Management**



**Networking and
your Leadership Brand**



**Taking Control of
Your Career**



**Self-Aware Leaders and
DISC training**



**Resilience &
Growth Mindset**



**Interview Skills
for Managers**

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Testimonials.



“ Suzanne has been supporting the team here at David James, including the leadership team. We have worked with executive coaches and trainers over the years, but none have had the impact that you have. Thank you! ”

Matthew Blaken, Director, David James



“ In just one coaching session, I already feel more confident how to communicate better with my team. Hugely grateful! ”

Mike, Senior Director



“ Grateful for this enriching workshop. It was refreshing to discuss different strengths in the workplace, and how we can lean into those natural traits to excel in our careers. Excited to learn more about growth mindset and make sure I celebrate my wins. ”

Ismiah Martin - Marketing Apprentice
Stroud District Council

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Outplacement Support.

Redundancy is one of the most stressful life events people experience. Research indicates that outplacement can significantly reduce the time it takes to secure new employment.

For Leaders

Pressure on managers and leaders increases at this challenging time, so we support leaders to **lead teams effectively through change.**

- Conduct Redundancy Consultations
- Lead Change and Build Resilience
- 121 Coaching

For Transitioning Employees

Range of virtual and face-to-face workshops and 121 Coaching. Including:

- Career Clarity
- Navigating Change and Resilience
- Job Searching in today's market, including LinkedIn, CV's, Networking
- Interview Skills
- First 90 Days

For Remaining Employees

In the face of "survivor's guilt", our New Beginnings Workshop addresses emotions tied to change. Employees will gain practical tools to navigate uncertainty, build resilience, and foster a growth mindset. This can greatly boost happiness and productivity following the uncertainty.



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Outplacement Support.

Because how you say goodbye, is as important as how you say hello.

Embrace on-demand digital learning, whilst adding the personal touch. Employees can work through courses at their own pace, our learning system is designed to provide timely and relevant digital courses, to support career clarity, right the way up to their first 90 days.

Download our FREE e-book "Do Redundancy Right & Off-board with Care"

A gift to you. Bid farewell with compassion and compliance. Our complimentary eBook guides you through the process of conducting redundancies empathetically, compliantly, with information about the consultation process and best practise.

You will also learn the importance of outplacement support, not just to departing employees, but to remaining employees and the wider organisation.

You can download it here : www.empoweredspaceforpeople.com



"100% of delegates said they would recommend our outplacement workshops and coaching"

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Career Transition Workshops.



Navigating Change



**Leading Redundancy
Consultations**



**Resilience &
Growth Mindset**



**Networking
Personal Brand**



Career Clarity



CV, LinkedIn



Interview Skills



First 90 Days



Testimonials.



“ Suzanne you have made me see my redundancy in a completely different light! I am enormously grateful to you. You have helped me navigate my redundancy and put me in a much better place to enjoy the journey to my next career chapter.”

Janice Hosegood, Consultant

“ Many of our employees specifically requested Suzanne’s support , including our senior leaders.”

Rob Hussey, Senior Director, Recruitment

“ I owe my new job down to the work we did together and always left our sessions so positive. I cannot thank you enough.”

Chris Quinlan, Manager

“ Suzanne’s fantastic outplacement support enabled my client to offer high quality, people-first coaching to their team during a very difficult time of redundancies. Everyone was onboarded with pace and flexibility.”

Alice Hemingway , Director



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Away Days & Retreats.

Enjoy being more creative away from the norm, with our tailor-made team away days and retreats, designed to unite teams and individuals in a journey of learning, amidst the serenity of nature.

Our retreats provide settings that inspire and invigorate, with activities to meet your bespoke requirements. Immerse yourself in a personalised, enriching experience that fosters team cohesion and individual growth.

Further details on our website.





Empowering your people to soar.

Contact Us

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**Sign up to our newsletter on the website,
for career and leadership tips and advice.**

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