

h2h Overview of Virtual Learning and Development

Our priority is your organisational health

We hope that you, your colleagues and your families are keeping safe and well.

Everyone has had to adjust and if ever there was a time for agility, it is now. We know that many of your team are adapting to remote working and that you, as a business, are considering how best to support them. We can form part of that support by enabling an agile, resilient and positive response to change in the short term and by offering virtual development solutions for long term growth.

Learn and grow now, return stronger than ever

Our experience over the past few weeks has shown that our customers want to optimise this time to develop innovative learning solutions and to enable employees to invest in targeted personal growth. This is partly fuelled by the belief that once workplaces are returned to full function, the focus will primarily be on operational performance and time invested in development activities will be harder to prioritise.

No compromise on quality

We will continue to offer what we know is valued by our customers:

- Forensic diagnosis of organisational needs
- Outcomes focussed learning design
- Application of accelerated learning techniques
- Engaging, stimulating and pragmatic content
- Support in the transfer of learning and achievement of behavioural shift
- Evaluation of impact

Our virtual learning will be structured in the following way to optimise impact:

- Pre-work, engaging the learner and line manager where appropriate
- Modular, bite size on-line sessions using an appropriate platform, typically with sub-group working and reflective practice
- Follow on sessions to support transfer of learning.
- Further modules to embed learning
- Opportunities for one to one coaching supporting the transfer of learning



Fully bespoke solutions

If you have a people related development need, then now, as before, please approach us and we will explore this with you. Working together with you, we will arrive at a fully bespoke solution that can be delivered either fully or partially in a virtual environment, adjusting the delivery modes as the current business climate evolves.

Ready-made solutions, tailored to fit

We have a number of 'ready-made' virtual interventions. We will tailor the content to meet the specific needs of your business, align with your company processes and create unique business solutions that deliver real results.

Coaching

One-to-One Coaching

- Executive and business coaching support offered as a 9-month package that can scaled up or scaled down to meet individual needs.

Team Development Coaching

- Given that genuine teams perform at a higher level than the sum of their individual parts, a team coaching session will enable you to leverage this higher collective performance.

Introduction to Coaching Skills

- An overview of when to use coaching (and when not to) and the development of key coaching skills and behaviours.

Action Learning Sets

- An Action Learning Set is a group of 4-6 people plus a facilitator who meet regularly to help each other learn from their actions and wider life experiences. It is a process of inquiry, beginning with not knowing 'what to do next' and knowing that the answers aren't available through current expertise.



Self-Awareness and Self-Management

Mental Toughness and Resilience

- Delegates will explore and assess their individual strengths and development needs in terms of stressors, pressure and challenge and they will develop techniques and plans to deal with them.

Emotional Intelligence

- Delegates will understand the meaning, impact and competencies supporting high levels of emotional intelligence leading to more effective workplace relationships.

I'm not crazy I'm just not you... An introduction to preference and the Myers Briggs Type Indicator

- A key tool to enhance emotional intelligence is to understand the concept of individual preferences and the alternative preferences of others. This will lead to greater understanding of difference and a more inclusive approach at work.

Experiencing Change

- Delegates are your team members who have, are, or will be experiencing change at work. The session helps them to understand the process of change and what to expect, and the potential reactions they may experience themselves, or in others. The focus is on how to move positively through change, explaining the change curve and how to navigate it, focussing on positive mindset and looking at their sphere of influence.

Self-Drive – accelerating your own performance

- Delegates are your team members, who want to give some thought to how they can accelerate their performance by understanding their own motivations and drivers, how to set themselves challenging goals, and to have meaningful performance discussions with their manager.



Optimising Engagement

Engaging Leadership Conversations

- Delegates will develop an understanding of the behaviours and tools that encourage engagement and be able to plan and conduct a range of conversations that optimise individual performance.

Neurodiversity

- This workshop explores what neurodiversity is and isn't; the short-term and long-term adjustments that can be made to increase inclusion, productivity and employee well-being and what diverse talent can bring to your team and your organisation.

Leadership

Responsible People Leadership

- A three-module session that guides people leaders through the legal, policy and procedural frameworks that govern how we manage team members in a safe, legal and responsible way. As well as an overview of relevant employment legislation, this workshop will look at your policies in detail, and the skills and processes to manage them effectively.

Leading Change

- Delegates will explore their role in leading people through change, exploring the process of change as well as the psychology that guides our reactions to it. The session focusses on the leadership acts that will help people to accept and engage in change at work.

Leading in Crisis

- Delegates will develop a conscious awareness about themselves as a leader and the behaviours, expectations and impact you create to lead effectively in crisis. The session will shine a spotlight on the human side to crisis and explore reactions and responses in order to maintain performance and wellbeing.



Ways of Working

Optimising Working from Home

- Delegates will have a confident understanding of good practice to enable progress working from home and avoid common productivity pitfalls, this will include the importance of routines, overcoming common challenges, life/work balance and management support styles.

Successful Collaboration in the Current Environment

- Delegates will identify key current stakeholder relationships, evaluate and use a range of tools to collaborate effectively in a challenging environment, consider their strengths and liabilities of their own communication styles and develop a practical action plan.

QII Strategic Thinking

- Delegates will consider the practical steps that they can take to make room for QII (strategic) thinking and define what strategic thinking means to them in their role. They will practise using tools to help them to think more strategically and develop an action plan to put their learning into place.

Virtual Team Working

- Against the backdrop of a world is evolving and changing for everyone at a different pace delegates will evaluate where they are individually and as a team in the world of remote working. We will share experiences, learn hints and tips and use your own team intelligence to strengthen the productivity and positivity of your teams working in a new virtual space.

Building Agility in the Workplace

- Delegates will explore and identify their main strengths, reflect on how they use these currently and plan how they could use these to meet current and rapidly changing future business needs.



Career Transition

Newleaf Outplacement Support Programmes

- We offer individually tailored solutions including one-to-one coaching sessions, telephone coaching, virtual workshops and an online interactive toolkit – we can blend any combination of these to match your needs and support those facing redundancy.

Next Steps

Speak to us about how we can help your people and organisation to develop through our virtual learning provision. Contact us on **07970 271195** or at enquiries@h2h.uk.com for an initial diagnostic conversation followed by the submission of a costed proposal.

We wish you, your business and those you care for well. We know that 'business as usual' is being redefined. There are some upsides; some things we will learn, treasure and appreciate more, and there will be some difficulties to overcome. As a trusted partner you can lean on us to support you in redefining your new business as usual.

Susan Binnersley, Managing Director h2h resources limited