

Workshops



8 steps on the path to an engaged organisation

Designed for organisations that want to enhance their ability to attract, retain and motivate people at all levels.

- The 4 stages of organisational engagement
- What happens when you stray from the path
- Preparing your organisation for engagement by having the right culture and the right leaders
- Planting the seeds of engagement by hiring the right people and inducting them effectively
- Nurturing your people via open communication and tailored development programs
- Maintaining high engagement using regular performance management and retention programs

Becoming an engaging leader

Designed for new and aspiring leaders, this program looks at the factors necessary for people to grow from managers into engaging leaders.

- Analysing the difference between management and leadership
- Developing the qualities of an engaging leader
- Creating your own leadership philosophy
- Engaging with your employees
- Developing other leaders within your team

Cultivating your leadership team

Designed for middle to senior leaders and HR professionals, this program examines the keys to growing leadership capability at all levels.

- Deciding what engaging leadership means in your organisation
- 5 stages of leadership development
- The right and wrong ways to select leaders
- Identifying people who are ready to move up or out
- Developing skills in your leaders
- Providing support for leaders at all stages

Engaging across the generations

Designed for leaders at all levels of the organisation, this program provides an insight into the engagement needs of people in the 4 generations at work today.

- The impact of 4 generations on the workplace
- Analyse the factors that create generational differences
- An overview of the generations, their beliefs and values

- The needs and expectations of each generation at work
- Working to each generation's strengths
- Managing generational conflict
- Harnessing the power of the generations to create engaging workplaces

How to feel F.R.E.S.H. at work every day!

Designed for leaders and their teams, this interactive and fun program will give everyone a shared understanding of the 5 factors that go into creating an engaging culture that will make your organisation a market leader, regardless of your industry or occupation.

- Identifying your place on the engagement matrix
- Forward thinking . . . how to focus on the future
- Resilient . . . bouncing back when things go wrong
- Enthusiastic . . . reigniting your passion
- Stretching . . . getting out of your comfort zone
- Holistic . . . maintaining balance

Leading people down the path of change

Designed for anyone in the organisation who needs to implement change programs

- Determining the type of change you want to undertake and why
- Understanding employee reactions to change
- Identifying the level of change readiness in your people
- Communicating about change in a way that really works
- Recognising what your people need from their leaders during change
- Why change goes wrong and how to avoid the pitfalls
- An action plan to prepare you for change

Team growing session

At some stage, most leaders think about running a session to improve team work. You might have tried drumming, bowling or cooking sessions as a team building activity. At Let's Grow! we don't do team building programs because we believe you can't "build" people, they grow, just like a garden grows. Let Karen take your team through her unique, hands on team growing session where they will learn:

- What stage of growth their garden is at (stages of team development)
- Determining the purpose of their garden (team goals and objectives)
- The layers that go into creating a healthy garden (workplace culture)
- Understanding what type of garden they want to be (team styles)
- What style of plant they are (personality styles)
- Designing our ideal team, where they get to do some actual gardening!