



# OUR RETREATS AND TRAINING MODULES 2019

Inspiring you to achieve  
your true potential

People Development Specialists

**tick**  **HR**  
S O L U T I O N S

# WHO ARE WE?



**WE ARE**  
**tick**  **HR**  
S O L U T I O N S

**We offer HR consultancy services and support in bespoke ways that will suit your organisation**

**HR consultancy**

**Retained HR services which provide ongoing support and compliant documentation**

**Training and Development**

**Interim HR**

**HR health check**

A large graphic where the word 'Inspire' is formed by colorful 3D block letters. Each letter is held up by a hand of a different skin tone, symbolizing diversity and teamwork. The letters are: 'I' (blue), 'n' (light green), 's' (orange), 'p' (purple), 'i' (yellow), 'r' (pink), and 'e' (light green).

**Inspire**



# WHAT WE DO



## MANAGEMENT

Management retreats that build confidence, develop skills and help you to engage and develop your teams to another level



## COMMUNICATION

Unique sessions that give people permission to speak, that remove the BS and bring clarity to the work place



## LEADERSHIP

Leadership retreats that help people shape the vision, build the culture and inspire their employees



## TEAMWORK

Silo busting workshops that bring teams together to work in harmony and achieve awesome results



## UNLOCKING POTENTIAL

Fun sessions that help free up the hidden sales potential inside everybody through the power of positive thinking and skill development

***Working with our strategic delivery partners, Get the Edge UK our transformational sessions:***

- ✓ Change behaviours for the better
- ✓ Make people more resilient
- ✓ Increase confidence
- ✓ Remove doubt
- ✓ Enhance skills
- ✓ Improve performance
- ✓ Break down silos
- ✓ Develop high performing teams
- ✓ Get long term sustainable results

***We help take individuals, teams and business to another level***

**Leadership**

**Management**

**Teamwork**

**Communication**

**Sales**



# NEW FOR 2019



## Bite Size Training

**Delivered on or off site – Short, sharp, fun interactive learning sessions new for 2019**

Following on from our client feedback sessions, we have devised our bite size training programme, new for 2019. Each of these modules can be delivered in 2 hours, at your premises or off site should you prefer and can be turned into a full day's workshop, you decide. These short, sharp sessions are designed for maximum impact, to help your delegate retain the important information required to drive change and growth.

*Pick a solution and leave the rest to us .*



Assertiveness



Attention to Detail



Attitude and Mindset



Business Writing



Change



Coaching and Mentoring



Communication Skills



Conflict



Continuous Improvement



Creative Thinking



Customer Service



Emotional Intelligence



Employee Engagement



Equal Opportunities and Diversity



Feedback Skills



HR and Recruitment

For more detail on each topic email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for a course outcome sheet  
For client support call 07745 535 635



Bite Size Training

**SHORT  
SHARP  
FUN  
INTERACTIVE**



# NEW FOR 2019



## Bite Size Training

Delivered on or off site – Short, sharp, fun interactive learning sessions new for 2019

This is a small selection of the options available.

If you have other needs not shown below, simply talk to us about some of the challenges you face in your business and our team will design a be-spoke solution to meet them.



Influence and Persuasion



Internal Customer Care



Leading and Motivating



Managing for the First Time



Meetings



Negotiation Skills



Networking



Performance Management



Personal Development



Presentation Skills



Problem Solving



Project Management



Remote Teams



Sales and Marketing



Strategic Thinking



Stress Management

For more detail on each topic email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for a course outcome sheet  
For client support call 07745 535 635



Bite Size Training

**SHORT  
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FUN  
INTERACTIVE**

# LEADERSHIP



## LEADERSHIP

Leadership retreats that help people shape the vision, build the culture and inspire their employees

Are you already a successful leader who would like to take your leadership performance to the **next level**?

Are you looking to inspire your team to achieve even **greater results**?

Would you like to help your team reach their **true potential**?

Have you discovered the components of **Exemplary Leadership**?

If not, then our **Leader Within retreat** will develop your leadership abilities even further

## ***Leader within 3 Day retreat Benefits***

### **Attendees will be able to:**

- Identify their leadership strengths and weaknesses
- Clarify and communicate their fundamental values and beliefs
- Set the example for others by aligning their actions with shared values
- Express their image of the future.
- Inspire others to share a common vision
- Search for opportunities to change and improve
- Experiment with innovative ideas and learn from accompanying mistakes
- Build collaboration, teamwork, and trust
- Strengthen the ability of others to excel
- Recognise the accomplishments of others
- Apply the lessons learned in the retreat to their organisation



**Amanda Plues**  
Training Manager at  
Recruitment Driven Training  
Ltd  
November 2, 2018, Jon was a  
client of Amanda's

Jon and his team have been the most influential part of my professional life so far. This was far beyond a leadership course. This experience changed the way I viewed myself and the way i interact with others. I will never forget the skills I have gained from this course. if you are looking for great leadership skills and opportunity to really look at yourself and grow then Jon is the guy to go to. Superb from start to finish.

This course is designed to enhance your personal leadership style. You will discover how the best leaders apply their knowledge, skills and influence to achieve tangible results in rapidly changing environments.

This three-day retreat helps you discover how the **Five Practices of Exemplary Leadership** can impact the performance of your business.

### **Who is this for?**

Designed for existing leaders, business owners, directors or managers who want to improve or accelerate their ability to lead, influence and inspire their teams to exceptional results.

Email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for more details



### Follow on courses

Strategic Thinking  
The road to there

Vision and Values

# MANAGEMENT



*"Good management is the art of making problems so interesting and their solutions so constructive that everyone wants to get to work and deal with them."*

## MANAGEMENT

Management retreats that build confidence, develop skills and help you to engage and develop your teams to another level



## Management Development Programme – 10 Days

### Benefits

Attendees will be able to:

- Grow in confidence in their management ability
- Experience career motivation
- Gain a better understanding of different management styles
- Gain greater self-awareness
- Acquire some practical tools and skills
- Build collaboration, teamwork and trust
- Recognise the accomplishments of others
- Apply their learning to their role
- Identify opportunities to change and improve
- Create a stress free working environment
- Manage their work efficiently
- Coach their team for improved performance

This programme provides delegates with all the tools and skills to manage and inspire others to excel and achieve outstanding business results.

With seven clearly defined learning modules, our programme has achieved great success and gained recognition as pioneering the way in developing managers.

The programme will take the delegate on a developmental journey in which he or she will discover more about themselves; their skills, abilities, beliefs, strengths and opportunities.

### Who is this for?

Designed for existing managers who would like to develop new skills and rising stars who are showing management potential

Email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for more details



**Harry Toop**  
Branch Manager at Parkers Estate Agents  
October 14, 2018, Harry was a client of Jon's

I have recently attended Jon's fasttrack to management course through get the edge UK. It was a great fun and engaging course and I would highly recommend Jon and the course to anyone in a management position or stepping in to a similar role. Jon was very helpful and gave great advice which has really helped me in my role.

# TEAMWORK



**THE RECTANGLE**

**Participants will learn:**

- How they communicate
- Self awareness
- Planning and executing a strategy

**THE ESCAPE ROOM**

**The Escape Room – Requires a minimum of 12 people**

In this fun and challenging activity teams are locked in a room (in theory). The doors are chained shut and there are just 60 minutes to escape. To escape teams must discover the intricate combination that releases the door. But first they must construct a tower to get reception to call for help should they fail to escape by the deadline. The task combination is made up of a number of digital tasks that must be completed in a specific order so that when used together in the right order they unlock the chain. Teams will be able to escape the room. If not they will be all over the place. It's very easy to go wrong if you are not organized and paying full attention to every aspect.

**Learning Objectives:**

- To test how well teams perform when working under pressure
- To test teams' understanding of a complex task
- To practice organizational and time management skills
- To highlight the value of teams interacting and sharing data with other teams (in cooperation, not rivalry)
- To test teams' approach to problem-solving (trial and error)

**Eldorado – One Big Team (If only)**

The activity with the WOW factor! Eldorado! prepares staff to go back to work understanding why a 'silo' mentality is counter-productive and the value of seeing the organisation as ONE BIG TEAM. Ideal conference or away-day activity.

Each team receives a Folder containing a team brief, a riddle, some clues, six tasks and a treasure map. All teams need to do to solve the tasks, locate the position of the treasure on the map and find the right key to open the chest.

**Where to do:**

It's all to do with teamwork versus rivalry. What becomes clear is that most organisations fail to create a truly cooperative atmosphere in which teams can trust each other and function effectively. Instead they create an environment of rivalry, suspicion and competition where there is reluctance to share information and resources and a tendency for departments to win for themselves – even at the expense of the organisation as a whole.

**Learning Objectives:**

- Reminds groups to look at the bigger picture – their organisation
- Highlights the importance of working together more effectively

**Sleuth - Communication / Breaking down internal Silo's**

**Sleuth – All about team collaboration**

Amateur detective teams expose the murderer and accomplice in your midst. Guaranteed to create a fun atmosphere to relax all delegates and engender team spirit right at the start of your conference or team building away day.

A fast-paced murder mystery with lots of opportunity for group cooperation and collaboration! Your parties to resolve and investigate are learning all the key skills in management and teamwork.

You are the guests at the party. Gringo, the scene of the murder. One team is the murderer, one is the accomplice and the rest are the amateur detectives. You are not sure who's who, so how do you proceed? Team collaboration is essential to solve the case. Further progress requires collecting evidence from others. Who can you trust? The more cards close to your chest, just like back at the office!

With good teamwork, good decision-making and on time in time, teams can identify the guilty parties and win the day! Learning objectives: to test how well teams perform when working under pressure, to test teams' understanding of a complex task, to practice organizational and time management skills, to highlight the value of teams interacting and sharing data with other teams (in cooperation, not rivalry), to test teams' approach to problem-solving (trial and error).

**Learning Objectives:**

- Building trust in each other
- Communicating with clarity
- Problem solving
- Helping individuals and their team to work
- To work both in the team and with other teams to share information
- To understand the importance of teamwork

## TEAMWORK

Silo busting workshops that bring teams together to work in harmony and achieve awesome results

## Building High Performing Teams – Designed for your business

### Benefits

#### Attendees will :

- Work better together and with other departments
- Help promote and preserve a winning culture of collaboration across the business
- recognise the need to share information more easily
- Be aware of how their performance impacts other people's performance
- Share a common vision
- Understand what it means to be part of the one-team principle
- Be customer centric
- Believe they make a difference
- Communicate at much higher levels
- Have less conflict

Choose from one of our 40 inspirational team events in order to start building your high performing team.

Each themed session is specifically designed to your business challenges, in order to enhance team spirit, team performance and team communication ultimately breaking down departmental silo's and bringing everyone together as one team behind your business culture, values and organisational goals.

Talk to our team for further information on how we can develop a programme for you and your business

### Who is this for?

Any business looking to improve the performance of their teams

Email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for more details



**Emma Richards** reviewed Get the Edge UK – 5★  
18 May 2018

Today was so much fun 😊 great training session. Took out my comfort zone as I can't sing at all but I think the DBS choir smashed it. Great day at work

Get the Edge UK

1 Comment



# COMMUNICATION

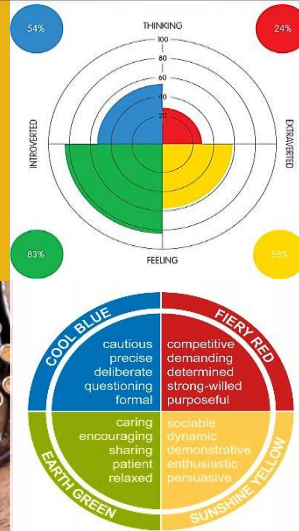


WHO DO  
**YOU** THINK  
YOU **ARE??**



## COMMUNICATION

Unique sessions that give people permission to speak, that remove the BS and bring clarity to the work place



## Communication – Personality Profiling

### Benefits

Attendees will :

- Understand your personality type and how best to communicate with you
- Identify other people communication styles and how best to communicate with them
- Improve your communication with customers and colleagues in order to achieve greater results
- Discover how to create more long term relationships with colleagues and customers alike
- How to manage teams more effectively in order to get better results
- Discover how to handle difficult people and situations
- Appreciate the difference in others
- Improve listening skills

We are all uniquely different with our own little quirks and preferences – our good bits and our opportunities to improve. Understanding who we are at heart helps us to improve relationships and avoid clashes in our personal and work lives.

You might be in a work environment where you and others need to develop stronger levels of trust and communication, or gain better results from the tasks you are accountable for. After all lost sales, lost customers and lost staff costs businesses a lot of money.

This is a great day for teams, directors and leaders who need to communicate at a higher level

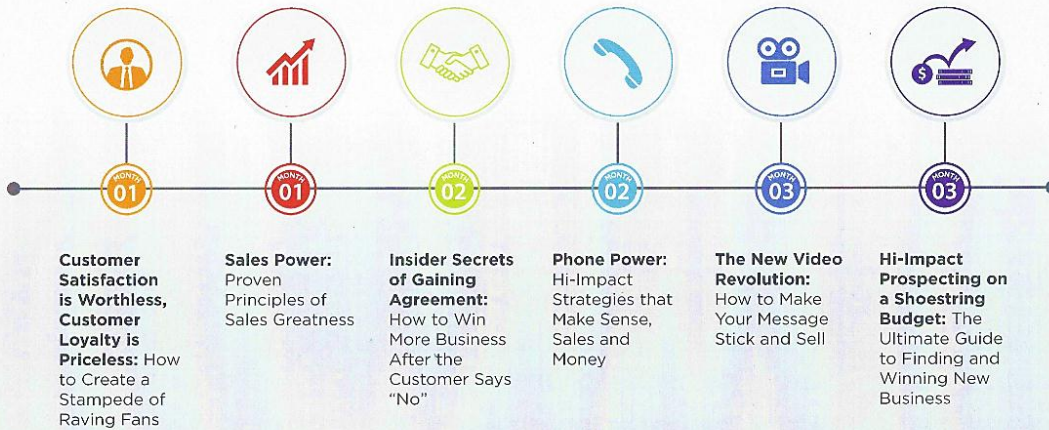
### Who is this for?

Any business looking to improve internal and external communications, any individual looking to understand themselves better

Email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for more details



## Sales Development Programme



### UNLOCKING POTENTIAL

Fun sessions that help free up the hidden sales potential inside everybody through the power of positive thinking and skill development

## Sales Development Programme

### Benefits

#### Attendees will :

- Develop new levels of results
- Have an improved motivation towards their role
- Defend profitability
- Negotiate more effectively
- Make more appointments
- Create more leads
- Make more profitable transactions
- Upsell, cross sell and maximise more easily
- Increase referrals
- Improve customer satisfaction
- Deliver a customer centric sales process
- Learn new selling skills
- Adopt a winning mind-set
- Out perform the competition
- Close sales more confidently

Selling is a science and an art to be studied, not a series of haphazard ideas executed poorly. Our six sales courses are designed to build upon each other, taking you and your team to a new level of performance.

Our sales programme can be tailored to your industry and can be developed around, face to face retail selling, call centre selling or business to business account management selling.

It can be delivered from a sales person perspective or from a managers point of view.

### Who is this for?

Any business or individual looking to increase their sales results

Email [jmadams@tickhr.com](mailto:jmadams@tickhr.com) for more details

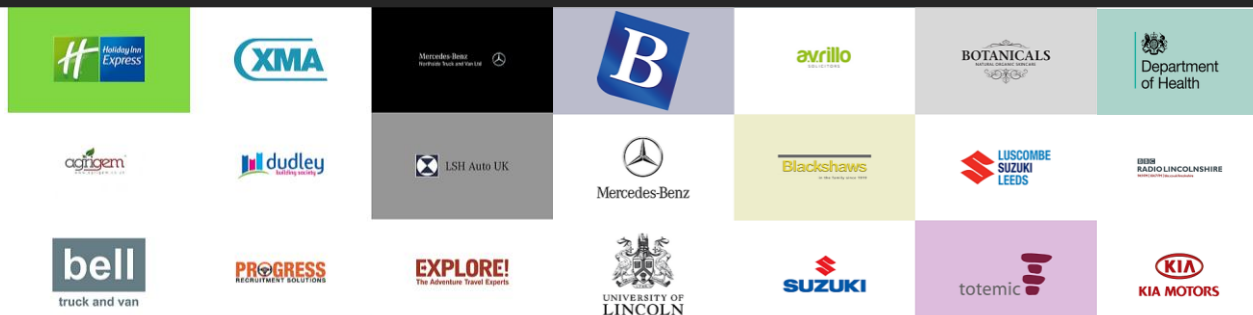




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