



LETS in Partnership with



Online Management Seminars

LETS have partnered with One Degree Difference to offer a range of management courses delivered through online group training seminars. Each course seminar can host up to 15 delegates offering fantastic value for money from just £21.66 pp for a group of 15.

*Benefit from Introductory 'Lockdown' Book three courses and get a **FREE** Lightning course for up to 15 people.*

Specific Seminars relating to the Covid-19 Pandemic

The Science of Procrastination & Working Effectively

Worried that you or your team are struggling to find motivation during lockdown / finding it difficult to commit to tasks / want to understand why you are not getting the results you need?

This session is delivered over 2 hours

Price £250

- Prioritisation & Goal Setting: To Do / To Don't - Committing to action – Public Declarations
- The Psychology of Procrastination & Lessons from the Impractical Jokers
- Learning to Let Go: The art of working towards output rather than input
- Superhero Tomorrow / Extinction Burst: Why we fail by putting off tasks till tomorrow
- Setting yourself goals in the Covid-19 age
- Close & Review



Communicating Clearly & Effectively During Times of Change & Anxiety

Ever sat in a meeting and come out more confused than when you went in / wondering why you are frustrated with the Govt daily Covid-19 briefing / Want to improve how you deliver difficult messages?

Can be delivered as half / full day session

Price Half day £325. Full day £450

- What do you need to communicate?
- Right V Right Leadership & Management Dilemma icebreaker
- Introduction to the main types of “Change” theory
- Growth Mindset approach to the Covid-19 outbreak
- The Toxic Tandem theory and real-life examples
- Communication Strategies: The 4 guiding principles
- The Goal Setting Choice
- 10-day challenge

Effectively Managing Remote Teams

Concerned your staff aren't working hard at home / not sure how to set tasks or measure performance remotely / want to know the difference between input and output / want to improve the performance of your team while they work from home?

Can be delivered as half / full day session

Half day £325. Full day £450

- Who are you managing?
- Right V Right Leadership & Management Dilemma icebreaker
- What does good remote management look like?
- Setting Standards: Ensuring staff know what you expect
- Setting tasks that focus on output
- Tannenbaum & Schmidt – a helpful management model
- Focus on managing transactional tasks
- The difference between checking in and checking up
- Communication Strategies: The 4 guiding principles – focus on control & compassion
- Committing to action – 30-day challenge



Courses for Management

Management Essentials / Strategic Thinking

New to management or need a crash course in essential management theory / need to find your management voice / need to understand how to link tasks to key business objectives?

Can be delivered as half / full day session

Half day £325. Full day £450

- Right V Right Leadership & Management Dilemma icebreaker
- Introduction to Management Theory – from Autocratic Command to Laissez Faire
- Strategic Alignment Theory
- CAB Strategic Direction, Mission Statement & Company Objectives: Current Location and Ideal Position.
- Organisation & Operational Level Thinking: What are we managing? - Managing outputs as opposed to inputs
- Matching Tactical level tasks to CAB Strategic Goals: Keeping on track, Planning & Checking
- Setting tasks linked to Mission Statements
- Delivering difficult messages: Rational & Logical approaches
- 30-day challenge

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- Objectives - who are you managing?
- Right V Right Leadership & Management Dilemma icebreaker
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Using Coaching Strategies to Encourage & Improve Performance

Want to know how to increase the possibility of positive action / not sure what level of support to give a member of staff or what level of support they require / need a robust model to help yourself / staff / client take responsibility for their own performance / want to know how to set an effective SMART objective?

Can be delivered as half / full day session

Half day £325. Full day £450

- Who do you need to coach?
- Right V Right Leadership & Management Dilemma icebreaker
- Prioritisation & Goal Setting: To Do / To Don't - Committing to action – Public Declarations
- Tannenbaum & Schmidt – moving a management model to a coaching strategy
- ILED – a coaching model designed for the workplace
- Focus on SMART goals
- Committing to action – 30-day challenge



Performance Management & Improvement Strategies

Do you avoid performance management / do you know how to deliver objectives while removing obstacles and excuses / need a robust model to ensure performance happens or you have the evidence required to move to formal intervention?

Can be delivered as half / full day session

Half day £325. Full day £450

- What Performance issues are you facing right now?
- Cognitive Bias Quiz: The dangers of cognitive bias when we are managing performance
- Right V Right Leadership & Management Dilemma
- Setting Standards – Start with looking in the mirror
- Just the Facts: Focus on clean data & removing emotional attachments
- ILED as Performance Management
- Performance Management Timelines
- The importance of setting SMART Goals that focus on what will be different
- The Performance Management Checklist Model (100% guaranteed!)
- Committing to action – 30-day challenge

Solution Focused Thinking

So you want to know how to effectively find solutions to problems no matter how complex? A practical and interactive session – perfect if you are facing a challenge or need to solve a complex problem at home or at work

This session is delivered over 2 hours

£250.

- Use a solution focussed model to set meaningful goals, take action and achieve results!
- Understand how to increase self-belief and effectiveness
- Set effective plans, find key priorities and create possibilities in order to achieve your goal
- Discover why success happens, or doesn't
- Learn how behaviours and actions are linked when setting goals
- Understand why procrastination and best intentions kill performance



Real Life Leadership Dilemma's

Face the demands of leadership with a no-win situation

A practical and creative session designed to test your leadership thinking skills - have you got what it takes to be a leader?

This session is delivered over 2 hours

£250.

Good Coach - Bad Role Model: Your best performer is a monster... what will you do?

- Smoothing the Accounts: You've just taken over; there's an audit tomorrow and you've found fraud... what will you do?
- Cheating Yourself: You have found a student cheating in an exam; will you expel or show mercy?
- Amazing Run or Avalanche: Say yes and save the business but risk the lives of your party... it's up to you



Management Lightning Courses

1-hour courses £160

Getting out of Stuck!!!

Understand what's stopping you getting what you want

A practical and creative session designed to help you get out of unhelpful thinking and to start getting things done

- Understand how your thinking can help or hinder you
- Recognise the dangers of confirmation bias
- You can't get what you want till you know what you want: Are your End Goals as clear as they should be?
- Why knowing what you don't want helps you work out what you do
- Real or Perceived: Are you self-sabotaging your chances of success?

Get a YES, Every Time!

Increase the probability of someone doing what you want on time, every time!

Not quite a lesson in the dark arts of persuasion but these techniques will increase the chance of getting your own way

- Use transactional analysis theory to successfully position yourself for success
- Understanding how motivation affects goal setting
- Learn from the best: How Weight Watchers used goal setting, public declarations and guilt to build an empire
- Learn from the best: reading body language signals and sleight of hand with Derren Brown

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Strategic Alignment

What Gordon Ramsay and Alex Polizzi can teach us about Practical Leadership

Understand how organisations create successful and not so successful cultures in this theoretical and engaging session

- Find out what's so important about Strategy, Mission Statements and Values?
- What shall we measure today? If you can't measure it - you can't measure it
- If you want to know why your restaurant is losing money on prawns - ask the kitchen porter!
- Applying the theories to your own Start-Up

Remember Remember!!!

Build Your Own Memory Palace, learn how to think like Sherlock and use the same tricks as Derren Brown. A practical and engaging session designed to help you improve your memory and remember more than you thought possible

- Use visualisation to travel through time and remember the most obscure memories
- Learn how a house fire in ancient Greece helped to create the first memory palace
- Understand how trying to spell your name wrong proves muscle memory
- Engage all your senses to learn something complex quickly
- Take away a technique that will ensure you never forget your multiplication tables again

Freedom of Speech and Equality & Diversity Issues

You can't say that... can you?

Do you need to challenge how people think...? Then this is the course for you

A fast and furious session designed around the most relevant and challenging Equality & Diversity issues

- Suitable for school age learners as well as frontline staff
- Using up to date examples from the media
- Delivered in a safe and secure style – where no subject is off limits



Courses for Junior Management/Supervisors/Succession Planning

The Science of Procrastination & Working Effectively

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Preparing to Manage

So, you want to be a manager? A practical and interactive session for aspiring managers and those who have just been promoted.

Full day £450.

- Why be a manager?
- What will you the manager look like?
- What does a good manger look like... and a bad one!
- Knowing what mistakes all new managers make – and how to avoid them
- How to manage experts with Captain Kirk
- Navigate Right v Right dilemmas

Coaching Skills (For Managers)

Want to know how to increase the possibility of positive action / not sure what level of support to give a member of staff or what level of support they require / need a robust model to help yourself / staff / client take responsibility for their own performance / want to know how to set an effective SMART objective?

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- Know the difference between coaching, mentoring and advising
- Learn how to set effective goals, not only for yourself but for others
- Change vague goals into SMART goals or Big Sexy goals
- Increase the probability of positive action with one easy to use technique
- Use a simple model that will change how coach forever
- Learn how to ask high quality questions like Louis Theroux and listen like Casanova
- Effectively manage performance remotely



Lightning Courses

1-hour courses £160

Ideal Coaching Made Easy

Apply a quick and effective Coaching model to any situation

A practical and creative training session that will help you coach anyone to either overcome a problem or improve performance

- Understand how to use the ILED coaching model
- What does ideal look like: Understand why clarity is so important in coaching
- SMART or Sext: Set Goals that really work
- Where are you now and what are you doing to do next

Can I ask you a Question?

High quality questioning techniques and the seductive power of deep listening

Ask the right questions and really hear the answers in this practical and engaging training session

- Learn from the best: Louis Theroux and the art saying a lot with a few words and encouraging revealing responses
- The 5 great questions that will start great conversations and build lasting rapport
- Reflections and Mirrors: body language to help a conversation flow
- Learn from the best: How Casanova seduced a whole continent through listening, remembering and linking information

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Superhero You! Be the best possible version of you

An innovative and creative session designed to help you set personal goals, make positive changes and get things done

- You can't get what you want till you know what you want: DO you know what the ideal you looks like?
- No more excuses: it's time to make a Public Declaration and make the changes you've always wanted to make
- Set goals that mean something to you - or why New Year's Resolutions fail
- Explore all the possibilities so you take the action that works for you
- Stop thinking and talking and start doing - you'll feel better

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