



Funded development programmes Creating High Performing Workplaces

We are offering a whole range of funded programmes in the coming months:-

MENTORING / COACHING

Support for individuals, managers and leaders

- Up to 6 one to one sessions for Mentoring – 1 hour
 - £250 per session - employer contribution £150
- Up to 10 one to one sessions for Coaching – 1.5 hours
 - £375 per session - employer contribution £225

INSPIRING LEADERS PROGRAMMES

Support for leaders, managers and team leaders

- **7-month Experiential outdoor events with coaching**
 - £3995/person - employer contribution £2397
- **6-month indoor events with Action Learning**
 - £2394/person - employer contribution £1436.40
- **People Fundamentals 1 day workshop**
 - £250/person - employer contribution £150

BUILDING TALENT & SUCCESSION

Series of online events to support up to 12 managers or a team of 12

- Minimum of 6 sessions
- Up to 10 x 2 hour sessions or 13 x 1.5 hour sessions
 - £500 for 2 hours (employer contribution will be just £300)
 - £375 for 1.5 hours (employer contribution will be just £225)

Events combine development and action learning to create a sense of team and support for your Managers or your team.

Topics can be selected from a range of areas:- leading in our business, our vision, values and culture, managing stress/pressure, leading a virtual team, wellbeing, communication, teamwork, honest conversations, delegation, managing conflict, supporting others through redundancy and high performing teams

For SMEs in the Leeds City Region, you may be eligible for WYCC European Social Funding of up to 40% towards the cost of training.





Funded development NEW! Building Teams for the Future

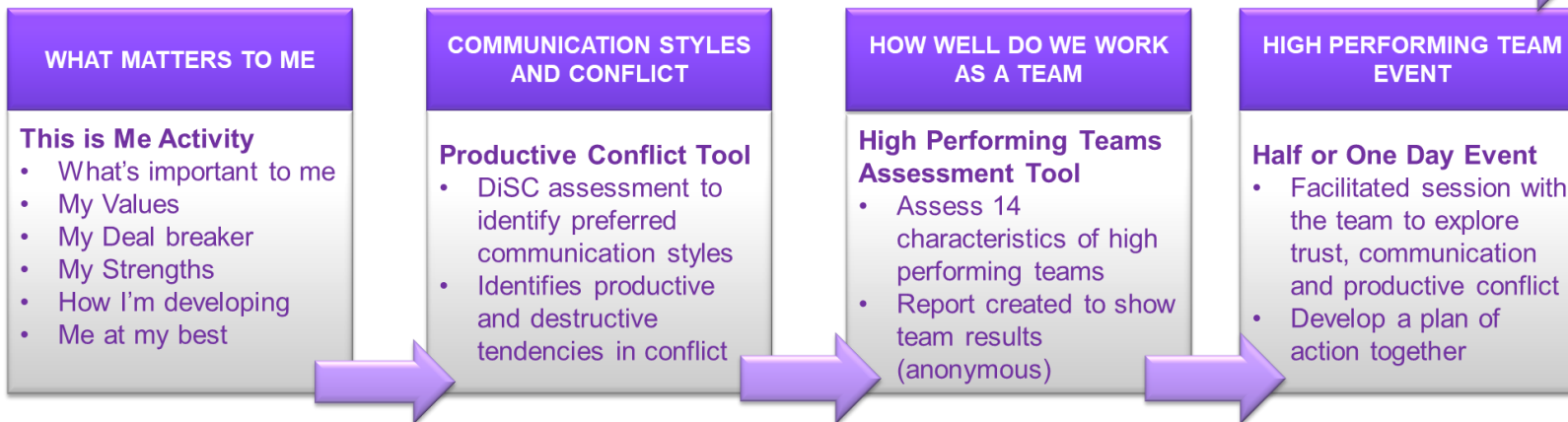
Rebuild trust and encouraging productive conflict to build High Performing Teams
Half day or One day event

Outcomes

- Smooth transition into recovery to rebuild connection, trust and address potential conflict across teams
- Improve understanding of each other, values, strengths and how to bring out the best in each other
- Consider DiSC profiles as a team and discuss different approaches to managing conflict and differences
- Raise awareness in times of challenge and highlight productive and destructive tendencies in conflict
- Explore high performing teamwork and its characteristics
- Identify actionable ideas to create and embed high performance across the team

Series of reflection and self assessment prework

Followed by online or face to face team event



Half Day Online event (or 2 x 1.5 hours sessions)

Team of 6-10 people @£200 per person
(employer contribution will be just £120 per person)
Team of 11-20 people @£140 per person
(employer contribution will be just £84 per person)

One Day Online event (or 2 x half day sessions / 3 x 2-hour sessions)

Team of 6-10 people @ £300 per person
(employer contribution will be just £180 per person)
Team of 11-20 people @ £240 per person
(employer contribution will be just £144 per person)

One Day Classroom event

These would include room hire and refreshments
Team of 6-10 people @£350 per person
(employer contribution will be just £210 per person)
Team of 11-20 people @£290 per person
(employer contribution will just be £174 per person)

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European Union
European Social Fund



Funded Employee Engagement Creating High Performing Workplaces

EMPLOYEE ENGAGEMENT PROGRAMME

6-12 month programme

- Pro-Development are employee engagement specialists in Yorkshire providing experienced insights and intelligence supporting the growth of local business.
- We offer a completely bespoke, anonymous and confidential staff survey and interviews where required which ensures your business will gain honest responses that will guarantee the integrity of the results.
- This includes the following:-
 - **Phase 1 - Establish key drivers for your business**
 - Workshop with leaders to identify measures and understand focus
 - **Phase 2 - Undertake Employee Engagement Survey**
 - Confidential survey assessing engagement across agreed drivers
 - **Phase 3 - Analyse results to provide engagement score & insights**
 - High level engagement report and workshop to share results
 - **Phase 4 - Action Planning**
 - Review results and deliver workshop to identify and prioritise actions
 - **Phase 5 – Embedding**
 - Support over the duration of the Action Plan to embed the actions

COMPANY A – 20 employees

- £4000 for project (employer contribution £2400)

COMPANY B – 200 employees

- £10000 for project (employer contribution £6000)

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European Union
European
Social Fund



Contact Details

If you need any further information or help, please don't hesitate to contact us.

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