



# SPOYSER COACHING

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Team Coaching Brochure



# WHAT IS UNIQUE ABOUT OUR APPROACH?

Here at S Poyser Coaching Services, employee wellbeing is at the heart of everything we do. We understand the impact that stress can have on your teams' performance, resilience, communication and relationships at work.

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**WE ALSO CREATE BESPOKE COACHING PACKAGES FOR YOUR ORGANISATION TO MEET YOUR UNIQUE NEEDS.**

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We take a positive coaching approach to deliver high quality and results-focused coaching. We aim to identify what may be holding your employees back from developing in their roles, and progressing as a team.

We have experience in wellbeing, mental health, digital distractions, therapy, management and leadership. We combine this experience to be experts in delivering coaching from a psychological perspective. This helps your team understand ideas and concepts in a way to achieve results.

In addition, we are 'Everything DiSC' accredited. We can integrate this unique behavioural profiling approach to reduce conflict and improve relationships in your team.

***All our team coaching sessions can have further 1-2-1 coaching sessions added at an additional cost, for attendees who want to develop these areas further.***



# EVERYTHING DISC TEAM COACHING

Here at SPoyser Coaching we are 'Everything DiSC' accredited'. This is a tried and tested behavioural profiling tool that can help your team develop greater insight, improve relationships, reduce conflict and improve their level of influence. It helps your team to understand what makes other people 'tick' and adapting their communication style to a way that works for them.

Our profiles help you to work out what your team members find motivating and inspiring, and allow their managers to support them in an individual and bespoke way.

We use Everything DiSC to focus on their strengths and make small and manageable changes in they way they communicate with people of different behavioural styles. This will help them to be equipped to influence people in a way that helps to build innovative and collaborative relationships.

This coaching programme takes places over 2 days. Before the first session your team members will have access to Everything DiSC to complete a questionnaire to help identify key parts of their behavioural profile. The first coaching day will help the team understand the strengths and the ways that they can adapt their approach to other styles in the team. The second day will then review how the team have responded to the learning and problem solve any barriers in implementing the approach.

**Duration: 10 hours over 2 days**

**Cost: £2000, plus £100 per attendee for their own unique Everything DiSC profile**

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**DISC PROFILES ALSO HELPS MANAGERS AND LEADERS TO UNDERSTAND WHAT THEIR INDIVIDUAL TEAM MEMBERS FINDS STRESSFUL, EXHAUSTING AND IRRITATING.**

**THIS IS AN EFFECTIVE WAY TO REDUCE UNHEALTHY CONFLICT, BEFORE IT BECOMES A PROBLEM AT WORK.**

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# RESOLVE A DIFFERENT TYPE OF CONFLICT AT WORK

*This is an additional team coaching session that can be added to your programme in addition to the after the two day Everything DiSC team coaching sessions.*

How many times have you had team members who get irritated by their colleagues, misread emails or talk over each other at meetings? We all differ in our psychological needs at work and these can be seen through 'predictably different' behaviours which can lead to conflict between colleagues.

This one-day interactive workshop will cover the basics of DiSC to help overcome your natural biases in your approach to work and help understand why your team act in certain ways that may lead to conflict, improve team communication and reduce underlying conflict before it becomes a problem.

## **Attendees of this session will:**

- Increase their understanding of what leads to conflict in teams.
- Learn about your colleagues' communication preferences.
- Learn ways to adapt your communication style to influence, negotiate and get along with your team.
- Create a plan of how they can improve communication as a team.

**Duration: 1 day (7 hours)**

**Cost: £1500**



# BE OPEN SOURCE ABOUT MENTAL WELLBEING AT WORK

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Have you thought about the benefits of valuing lived experience of staff who have been through mental health difficulties in your team?

This one day workshop will help you to understand why creating a culture where staff can be their whole selves at work can improve reduce sickness levels, improve performance and improve staff engagement.

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## **This session will help your teams to:**

- Identify your current culture of discussing mental wellbeing at work.
- Learn about the benefits of having a culture of openness and vulnerability about mental wellbeing at work.
- Learn how to support each other as colleagues.
- Learn ways to have conversations about mental wellbeing at work.
- identify ways your team can commit to a realistic and achievable approach to mental wellbeing.

**Duration: 1 day (7 hours)**

**Cost: £1000**

# EFFECTIVE PUBLIC SPEAKING SKILLS



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This interactive one day course on learning how to improve your presentation skills will help your teams to reduce performance anxiety and feel more confident in delivering speeches.

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## Attendees will:

- Identify their current skill level in delivering presentations.
- Identify internal barriers that may be holding them back from delivering passionate and inspiring presentations.
- Discuss ways to help improve their confidence and reduce their anxiety about giving presentations.
- Create a plan of how to implement these techniques in the workplace.

**Duration: 1 day (7 hours)**

**Cost: £1000**

*For an additional cost, we can provide further individual sessions to help attendees master their public speaking skills.*



# DO MORE OF WHAT YOU ENJOY AND GET BETTER RESULTS AT WORK

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There is a wealth of evidence that staff who are happy are more productive at work and are more likely to stay within an organisation.

This one day workshop will help your teams learn resilience skills and find ways to achieve a work-life balance that allows them to be effective at work.

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## **This session will help your teams to:**

- Identify your current work-life balance and become aware of the impacts it may be having on them and the people around them.
- Identify when colleagues may have an unhealthy work-life balance and what you can do to support them.
- Learn how to identify when your colleagues may be experiencing high levels of stress and what you can do to support them.
- Discuss strategies to obtain a more fulfilling and rounded work-life balance.
- Commit to a realistic and achievable work-life balance for the next 6 months.

**Duration: 1 day (7 hours)**

**Cost: £1500**



# STOP AIMING FOR PERFECTION

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Uncertainty can cause us to aim for unrealistic levels of perfection at work that lead to unproductive staff with high levels of stress.

This one-day interactive workshop will aim to support your teams to recognise when they are striving for unrealistic levels of perfection and ways to cope with our workload in a more helpful way.

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## **Attendees of this session will:**

- Identify their current level of perfectionism.
- Learn how to identify high levels of perfectionism in others in the workplace.
- Learn ways to deal with high levels of perfectionism and aim for a work-life balance.
- Create a plan of how they can reduce unhelpful levels of perfectionism.

**Duration: 1 day (7 hours)**

**Cost: £1500**



# CTRL+ALT+DEL YOUR DAY AT WORK TO BE MORE PRODUCTIVE



It's even harder than ever to concentrate at work now we are working from home. Do you find yourself jumping from screen to screen and struggling to focus on one task?

The culture of using smart phones and emails has led to us becoming reliant on digital devices. If your team members struggle with keeping focus and attention this one-day interactive course looks at understanding why this happens. We aim to improve your focus at work with a range of techniques.

## Attendees will:

- Learn how modern technology has affected our ability to concentrate and focus our attention on tasks.
- Identify how their attention has been affected at work.
- Discuss ways to improve their attention at work.
- Learn strategies that actually work to prioritise their workload and manage their time effectively.
- Create a personalised plan of how they can improve their attention and workload for the future.

**Duration: 1 day (7 hours)**

**Cost: £1500**



# MANAGING STRESS IN YOUR TEAM

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High levels of stress at work can lead to your staff being unproductive and high turnover. This one day workshop uses an interactive coaching style to help attendees improve their resilience in both their personal and work life.

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## **This session will:**

- Identify what may be causing stress within your team.
- Develop an understanding of why we become stressed.
- Learn how to identify when your colleagues may be experiencing high levels of stress and what you can do to support them
- Cover a range of different strategies to help control stress
- Create a plan of how you can manage your stress going forward.

**Duration: 1 day (7 hours)**

**Cost: £1500**



# MANAGE WORRY THAT IS AFFECTING YOU AT WORK

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This one day workshop uses an interactive coaching style to help attendees to identify when worrying may be impacting on their performance at work and how to deal with problems in a more helpful way.

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## **This session will help your teams to:**

- Learn how to identify if your colleagues have excessive levels of worry that are affecting them and the team
- Discuss strategies to reduce their level of worry to a more helpful level
- Create a personalised plan of how you can manage their worries

**Duration: 1 day (7 hours)**

**Cost: £1500**



# WANT TO TAKE THE NEXT STEP?

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**ARE YOU READY TO BECOME THE BEST LEADERS YOU CAN BE?**

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In order to provide coaching that will meet your organisations needs, the first step with team coaching is to discuss your needs and ensure the approach will be helpful for your team.

You can get in touch with us to book your free discovery call by:



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