



NEW WAVE LEARNING
INSPIRING PEOPLE TO BUILD
A BETTER FUTURE

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ABOUT US

OUR APPROACH

We combine engaging creative content, interactive technology and human touch points to inspire participants on their learning journey.

Completely flexible solutions delivered anywhere, to fit around you and your people. Wherever you or they may be.

The perfect blend for the next generation and new world of learning!

OUR WAVE OF DOING THINGS

Everything we do is underpinned by our three foundational principles:

ENGAGING CREATIVE CONTENT

If people are switching off when they learn then the truth is, the learning is boring.

We pride ourselves on designing pathways that are visually and emotionally engaging. We want people to stay with us. We tell stories, create and curate visual assets that grab people's attention.

Once we have their attention then amazing things can happen.



INTERACTIVE SMART TECHNOLOGY



Anyone can get their hands on the latest tech. LMS's, LXP's, virtual this virtual that. Smart technology is everywhere, we love it and we utilise it to its fullest capacity.

We use our tech to deliver micro learning bitesize content, utilise gamification and in app coaching to individualise and embed the learning. We measure where people are in terms of their capability and knowledge retention, and help guide their development in a more targeted way.

THE HUMAN TOUCH

The most valuable asset when it comes to a New Wave Learning programme is people.

Our subject matter experts that guide learners through a development experience and the learners themselves. Whether it is a virtual kick off, coaching session, peer action learning set, one to one or face to face interaction.

“Our belief is that without the human touch, learning simply does not work.”

In order for people to take ownership of their development and see tangible results back in the workplace, we need to find the perfect balance of trust and accountability. Only through human beings can we do this!

The combination of technology, creative design and human interaction leads to greater emotional investment and learning that sticks, giving people the confidence to practically apply their skills in a clear and measurable way back in their working environment.



TRANSFORMING PEOPLE TO BUILD A BETTER WORLD, A BETTER FUTURE.

OUR PROGRAMMES



DIVERSITY & INCLUSION

INCLUDEME

BUILDING A BETTER AND MORE INCLUSIVE FUTURE



OVERVIEW

The world is changing at a rapid pace and the old “rules” that we so often work by may no longer be helpful. With advances in technology and travel, our audiences have never been bigger and our reach has never had so much potential. How do we help our people adapt to these changes and how do we develop to cater for new cultures and audiences? How do we ensure our people work effectively together and feel safe and valued in their working environment?

IncludeMe takes people through the four stages of learning and enables them to understand what diversity really means and what it takes to build an inclusive culture. They'll gain an in-depth knowledge of the key characteristics required to create and encourage inclusion. Participants will gain a strong sense of purpose behind why it's so important to live by these characteristics and will receive personalised coaching to help embed them so they are visible and practiced long beyond this programme.

Our unique, blended and bite-sized content is delivered via videos, interactive slides and challenges to gain the knowledge and understanding to become a more inclusive individual and an inspiring colleague. Throughout the programme there are multiple interactive touch points as well as fully facilitated sessions that allow learners to dive deep into topics at key stages and share personal insights. So much of this topic can be personal and unique to individuals, allowing them to open up in a safe space to talk and to learn.

WHO IS THIS FOR?

Organisations looking to bolster their current diversity & inclusion initiatives or for those who are creating new diversity & inclusion policies.

HOURS

7 hours of facilitation
8 hours of app learning

RECOMMENDED DELIVERY

Over 3-4 weeks

LEARNING JOURNEY

STAGE 1 WELCOME TO INCLUDEME

We welcome participants to the programme in a facilitated session, ensuring commitment to the journey ahead, both as an individual and as a cohort. Our dynamic learning content raises people's awareness and understanding of diversity & inclusion. It also explores the business case and the global mega trends that are creating a more diverse world.

STAGE 2 THE CHALLENGES OF D&I

We help people to acknowledge the challenges and complexity of diversity and inclusion. Reflecting on their own relationships and business strategy by completing tasks within the app and coming together in peer action learning sets.

STAGE 3 HOW TO BE MORE INCLUSIVE

We take a deep dive into the 6 key characteristics of inclusivity and explore what each one means and how people can apply these characteristics in their day to day lives. We do this through videos, tasks, scenario based challenges and facilitated discussions.

STAGE 4 IMBEDDING & COMMITTING

We include app tasks and a facilitated session that further imbeds the 6 key characteristics to help solidify learning and behavioural change. Learners will create action plans to be applied to their personal and professional lives and will make commitments to these behaviours.



IMPACT



Create a safe forum for new perspectives and diverse ideas



Develop a supportive and inclusive workforce



Greater individual, team and organisational awareness of the benefits of creating an inclusive culture



Increase productivity, engagement, trust and retention



Increase innovation and creativity



Inspire boundaryless development pathways and career opportunities

FEES

£4995* + VAT *per cohort of up to 10 **Trial Price:** Trial your first cohort of 10 for **£2995 + VAT**

For larger cohorts please contact us to discuss volume based pricing.



COMMUNICATION & INFLUENCING

MOVEME

BECOME A MASTER PRESENTER AND INFLUENCER



OVERVIEW

The world of work is changing at an unprecedented rate, so the need for people to develop the skills to sell themselves and influence others through effective communication, has never been greater.

We are all in the business of selling, and to sell is human.

That's why we've created MoveMe, a progressive learning experience that equips people with the skills they need to become outstanding presenters and influencers, without taking away too many business hours.

Participants learn to master the art of tapping into people's emotions in order to inspire action and engage both hearts and minds.

Why? Because people won't necessarily remember what is said and done, but they will remember how they were made to feel.

So move them.

WHO IS THIS FOR?

Anybody who has to sell ideas, products, opinions or themselves.

HOURS

6.5 hours of facilitation
6-8 hours of app learning

RECOMMENDED DELIVERY

Over 3-4 weeks

LEARNING JOURNEY

STAGE 1 WELCOME TO MOVEME

Participants are challenged and immersed right from the start. They have to prepare a short introduction and a two minute presentation ahead of the high impact welcome session. In this session they meet their cohort, understand what is expected of them and film the initial presentation in the app which goes out for review to our expert who gives detailed feedback.

STAGE 2 THINK. FEEL. DO.

After receiving feedback from their coach, they journey through a traffic light system of content that "starts with why".

All communication must have purpose and impact, and so participants are asked to explore what this is, and what they want their audience to think, feel or do. They get to apply their individual feedback in an immersive virtual group coaching session where the coach and cohort help them continually improve on their influencing and presenting skills.

STAGE 3 PREPARATION IS KEY

Back in the app participant's explore what preparation truly means and learn how to manage nerves, how to engage with an audience through impactful communication and learn how to connect to their content with passion.

STAGE 4 IMBEDDING & COMMITTING

The final stretch of this deep dive into mastering impactful communication skills starts with participants learning how to apply our MoveMe traffic light system in order to become present when communicating. They film their amended and revised two minute presentations and acknowledge the distance they have come, in a one to one speed coaching session. In this session they learn specific areas of development and understand what is needed for the deep dive skills practice session. The programme comes to a close with a high intensity immersive finale where all learning is integrated and the cohort present what they have taken from the experience whilst getting the chance to influence a change they want to see in their organisations.

IMPACT



Develop excellent communicators with the ability to gain trust and buy-in



Learn how to influence people into taking action and doing something differently



Improvement in managing nerves, individual communication style, confidence and capability



Mobile preparation tool kit to support team members wherever they are



Strategic methodology generating actionable outcomes



Enabling people to learn how to have a positive impact on when they communicate

FEES

£5750* + VAT *per cohort of up to 10 **Trial Price:** Trial your first cohort of 10 for **£2995 + VAT**

For larger cohorts please contact us to discuss volume based pricing.

COACHME

DEVELOPING COACHING SKILLS TO ENABLE BETTER CONVERSATIONS



OVERVIEW

If you want to enable people to bring the best of themselves to work, then they will want to be coached more and managed less. If leaders are enabled to have better conversations with their people, then we will all benefit from engaged communities that are happier, healthier and thrive. They will have more autonomy to connect to a higher purpose and will become masters of their own destiny. To do this we need to help organisations adopt a coach approach.

Now, that doesn't mean that everyone who is responsible for others has to go through an arduous coaching qualification. It means that people have to develop the skills to have better quality conversations using the core skills and basic principles of coaching.

Coaching is helping someone to learn and develop in order for them to pro-actively improve their own performance. Coaches hold the belief that the individual always has the answer to their own challenges and problems. They also understand that they may need some guidance and help to find the answers they are looking for.

Coaching isn't about giving people advice. It is about helping them find their own answers. And to this, we need to ask more, talk less.

CoachMe is a blended, interactive and practical experience that enables people to do just that. By guiding people through the four stages of learning participants get the chance to apply all of the core skills, principles and easy to use models that will take their communication to the next level.

WHO IS THIS FOR?

Anyone who has responsibility for others and how they perform.

HOURS

6 hours of facilitation
8 hours of app learning

RECOMMENDED DELIVERY

Over 3-4 weeks

LEARNING JOURNEY

STAGE 1 WELCOME TO COACHME

A high impact welcome session, introducing the cohort that will become part of a support network and the facilitator that will provide the group and individual feedback throughout the journey. Participants agree and commit to what lies ahead. They begin to understand competency levels and how valuable practically applying coaching skills will be for them and start to embed the main message – to ask more and talk less.

STAGE 2 WHAT IS COACHING?

Participants work through micro content to help gain a deeper insight into what coaching is, and what it is not. We share and test understanding of the two principles and the core skills, with participants having a chance to practice and reflect on their current competency.

STAGE 3 COACHING CORE SKILLS

The second of our live facilitated sessions, which lasts an hour, sees the cohort practicing the core skills and two principles in a live review. We share two different instances of coaching; planned sessions and coaching moments. Participants work through content that explores easy to use models for both instances, GROW and RGOW. Again, they have to practically apply all methods and content offline and in a deep dive four hour skills practice session.



STAGE 4 IMBEDDING & COMMITTING

Practice, practice and more practice. In order to embed this important skill, participants are tasked with submitting content that shows them practically applying and reflecting on planned sessions and coaching moments. The programme comes to an end and the group comes back together to demonstrate their new found skills in a final sign off review.

IMPACT



Drive better quality conversations to influence better performance



Develop coaching skills rather than out of date management skills



Learn how to ask more and talk less to improve engagement and performance



Create a coaching culture and approach at your organisation



Allow people to grow giving them autonomy, developing mastery and engaging in a sense of purpose

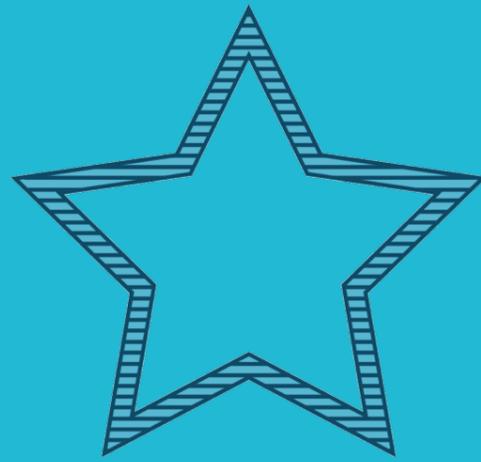
FEES

£5750* + VAT *per cohort of up to 12 **Trial Price:** Trial your first cohort of 12 for **£2995 + VAT**

For larger cohorts please contact us to discuss volume based pricing.

INSPIREME

**INSPIRE ACTION THROUGH
STORYTELLING. ENGAGE,
CONNECT AND MOTIVATE
YOUR LISTENERS.**



OVERVIEW

What would it be like if you were to speak and people hung on your every word? What would it be like if your team engaged in your message and took action after hearing it?

One thing that people who inspire action in others have in common is they know how to use storytelling to engage, connect with and motivate their listeners.

In Martin Luther King's speech – perhaps one of the most famous in history – he doesn't open with facts and statistics. He begins with a story. He doesn't share his dismay at figures, and percentages, he shares his own personal dream.

InspireMe is a programme that enables participants to structure stories in such a way that they leave lasting impressions on audiences. It provokes thought and action through emotional narrative and provides the opportunity to learn how to connect and deliver a message through impactful communication.

We all know the power that stories can have. Being able to craft and tell them in a way that influences hearts and minds to follow a course of action is a key skill.

Are you ready to unlock the latent power of stories?

WHO IS THIS FOR?

Anyone looking to master delivering confident stories that influence thinking, feelings and actions, with guaranteed engagement.

HOURS

4 hours of facilitation
10 hours of app learning

RECOMMENDED DELIVERY

Over 3 weeks

LEARNING JOURNEY

STAGE 1 THE STORY STAR STRUCTURE

Understanding why a story must be crafted and told is the first place to start. If we don't know where we are going then how will our audience know which way to follow. Our story star structure lays out all of the steps participants need in order to create a story that resonates and does what it is intended to do. Our welcome session introduces the story star structure and participants learn how combining this with purpose, impact and intrigue goes to make the best start to a compelling story.

STAGE 2 BRINGING THE STORY TO LIFE

Participants get the chance to embellish their story through introducing vulnerability and stage craft techniques. By filming their first attempt they receive feedback through the app giving them specific pointers as to which strengths to build upon and which aspects to improve.

STAGE 3 THE FIRST DELIVERY

Smaller groups come together and get the chance to try out their amended stories in a group coaching session. This is where individuals get to hone their structure and stagecraft in order to create the impact they want when they tell their stories.

STAGE 4 IMBEDDING & COMMITTING

With all of the insight and feedback they have received from the cohort and their expert coach they go to town on refining and rehearsing their stories. The experience comes to an end when they join the last of the live sessions. They deliver a dress rehearsal performance of their story, safe in the knowledge that their new found confidence and narrative has the impact they intend and audiences start to think, feel and do something after hearing it.



IMPACT



Structure, design and deliver stories that align with corporate messaging



Develop great communication skills to captivate any audience using storytelling techniques



Inspire people to do something off the back of a compelling story



Equip individuals with the skills to translate dry and abstract data into a compelling story



Mobile preparation tool kit to support team members wherever they are

FEES

£5750* + VAT *per cohort of up to 10 **Trial Price:** Trial your first cohort of 10 for **£2995 + VAT**

For larger cohorts please contact us to discuss volume based pricing.

STARTEAMS

CREATING AN ENVIRONMENT FOR COLLABORATION TO THRIVE



OVERVIEW

Now more than ever we need to work together to succeed in achieving our goals, and yet the very definition of "together" has changed so much that the way we collaborate is being put to the test.

What can we do to bridge the distances, strengthen the bonds and pave the way to a future where collaboration continues to be seen as the foundation of our achievements?

We need to understand how to master collaboration and become a **STAR Team**.

By exploring the part we can all play in supercharging collaboration. This programme looks at what drives collaboration, and dives into the specifics of what we can do to get the most out of our working relationships.

STAR Teams is a blended, interactive and practical experience that enables people to connect and commit to all of the elements of the STAR, so that anyone or any team can master the art of collaboration.

WHO IS THIS FOR?

Anyone who is part of a team and wants to learn how to master collaboration.

HOURS

2.5 Hours of facilitation
2.5 Hours of app learning

RECOMMENDED DELIVERY

Over 2 weeks

LEARNING JOURNEY

STAGE 1 WELCOME TO STAR TEAMS

A high impact welcome session helps participants to understand how to approach the learning experience and sets them up for quick access to the digital content. The purpose of this short session is to get the participants onboarded quickly and allows time for them to dive deep into the aspects that makes mastering collaboration possible.

STAGE 2 UNDERSTANDING STAR COLLABORATION

Participants work through micro content to help gain deeper insight into all of the elements that make up STAR collaboration. From understanding how to create psychologically safe environments and BRAVING, to trust, through to building the inner drive to achieve results that comes from a sense of ownership over the work being performed and the ability to respond to challenges, knock backs and failures in a way that ensures a return to an optimal state of wellbeing in the least amount of time possible.

STAGE 3 COMMITTING TO THE CAUSE

Throughout the learning experience participants are asked to reflect and consider what individually they can do in order to supercharge their collaboration.

Our STAR collaboration worksheet supports our learners in understanding what actions to put into place in order to build collaborative superpowers.

STAGE 4 BRINGING STAR COLLABORATION TO LIFE

The learning journey comes to a close with an interactive live 2 hour session. In which the participants are asked to form groups and use the 4 points of the star to collaborate on a live activity. They are challenged to apply all of their new found knowledge and skills to demonstrate how they will connect to and transfer STAR back into the workplace. The session ends when participants amend their collaboration STAR worksheet's and express their commitments moving forward.

IMPACT



Understand the need and part we all play in creating a psychologically safe community



Mobile tool kit to support team resilience wherever they are



Understand how autonomy enhances collaboration & creates ownership over outcomes which reduces



Develop high performing teams with strengthened online and in-person rapport building skills micromanagement & develops deeper trust

FEES

£3000* + VAT *per cohort of up to 20

For larger cohorts please contact us to discuss volume based pricing.

DISTRIBUTED TEAMS

LEARN TO NAVIGATE THE SEAS OF CHANGE AND THE NEW WORLD OF WORK



OVERVIEW

The world of work has changed. Working from home, once discussed as a possibility, is now practiced as reality everyday.

So, what do we need to do to ensure that we not only survive but thrive in the new world of work? How can we use this time to redefine how we work, increase productivity while improving well-being, work efficiently to live lives that matter, and grow?

Distributed Teams explores the mindset required to build psychologically safe communities that will challenge the way they work and design new ways of collaborating effectively. We look at best practices for meetings; when virtual meetings are needed and when they could be replaced with other forms of communicating. Learning how to communicate with quality rather than quantity by utilising the latest technology we have available to us. We will also be looking at useful ways to ensure we balance well-being with productivity, driving our careers whilst honouring our home lives, encouraging social contact regardless of physical distance, designing work weeks to include on-site work when the situation allows and finding purpose in new ways of working.

WHO IS THIS FOR?

Intact teams, leadership teams and organisations needing to define a new way of working.

HOURS

4.5 hours of facilitation
4 hours of app learning
Up to 4 hours of team experimentation

RECOMMENDED DELIVERY

4 - 8 weeks

LEARNING JOURNEY

STAGE 1

WELCOME TO DISTRIBUTED TEAMS

A high impact welcome session with either an intact team or a cross section of people that represent the business or organisation. Participants and facilitators agree and commit to how they will work together in order to define how they will move toward becoming an effective distributed team. Participants are on-boarded onto our app whilst discussing what they have learnt from working from home, as well as any concerns, fears and opportunities of moving ahead.

STAGE 2

LET'S TAKE STOCK

Participants work through content designed to help them reflect on their current reality of work. They take part in a survey that explores specific elements that will impact their effectiveness to work as a distributed team.

Concentrating on the process of communication and meetings they get the chance to learn how to move towards asynchronous working whilst putting effective communication at the heart of everything they do.

STAGE 3

DESIGNING A NEW WAY OF WORKING

Participants come back together for the second of the facilitated sessions and acknowledge their current reality and start to design and explore their desired reality. Honing in on how to adapt their communication and meetings to be more aligned to a new way of working, the group commits to an experiment to design their work days around their work lives, technology available, individual, team and organisational needs.

STAGE 4

LET'S GET SERIOUS AND COMMIT

Experimenting and finding solutions for a new way of work, the cohort practise and refine working as a distributed team. This takes time and whilst they are experimenting participants learn about the emotional considerations that must be implemented when working in a new way. Activities around mindset, motivation and well-being are prioritised in order to build trust, psychological safety and team efficacy.

At the end of the process with new found ways of working the group comes back together in a facilitated session where the learning experience is reflected on. Decisions and actions are taken as a result of the experiments conducted and a charter is created for a new way of work that will continually improve so that the team, organisation or cohort can move forward as a distributed team.

IMPACT



Creating and encouraging happy and healthy communities that thrive together



Appreciate the importance of emotional intelligence in strengthening working alliances with colleagues



Leveraging technology to maximise the connection with colleagues online



Understand how to create conditions of psychological safety remotely



Understand how to effectively communicate when distributed and when together



Establish a peer support group to share challenges and best practices for remote working

FEES

£5500* + VAT *per cohort of up to 20

For larger cohorts please contact us to discuss volume based pricing.

COURAGEOUS CONVERSATIONS



BUILD UP YOUR ASSERTIVE BEHAVIOUR USING AN EFFECTIVE PLANNING METHODOLOGY WITH PRACTICAL APPLICATION TO CONDUCT COURAGEOUS CONVERSATIONS.

OVERVIEW

What do we mean by courageous conversations?

Simply put, this means any conversation that takes a bit of bravery to reach an outcome that works for both sides. This might involve difficult subjects such as money, performance, or raising challenging issues with colleagues.

This highly practical learning journey enables participants to plan and have courageous conversations successfully by working through specific models and theory whilst practicing these skills in a safe way.

Following a clear and simple seven step outline participants work through a planning stage that explores all of the different perspectives that enable a better quality conversation. An adult to adult conversation. They then learn the **four aspects to focus on when having courageous conversations in order to facilitate more win/win interactions and outcomes.**

Exploring Eric Berne's theory of Transactional Analysis gives our learner's a better understanding of how humans interact with each other, and the dynamics at play during conversations – especially difficult ones.

Armed with this information and skills participants get the chance to practise a **courageous conversation head on**, and experience the positive results that open, candid dialogue has on all relationships, across all areas of life.

WHO IS THIS FOR?

Anyone wanting to approach difficult conversations in an adult and strategic way to attain win/win outcomes.

HOURS

3.5 - 4 hours of facilitation
1.5 hours of app learning

RECOMMENDED DELIVERY

Over 2 weeks

LEARNING JOURNEY

STAGE 1 WELCOME TO COURAGEOUS CONVERSATIONS

The programme starts with a short welcome video that outlines the objectives and learning journey ahead. Participants are asked to reflect on their current ability and confidence around having courageous conversations, and explore what makes a conversation difficult/courageous for them. Two short videos that share Eric Berne's theory of Transactional Analysis are used to help participants understand why we react and have the emotions that we do around difficult conversations.

STAGE 2 EXPLORING OUR INNER CHILD AND PARENT TO DEVELOP OUR ADULT EGO STATE

The first facilitated session dives deeper into the Transactional Analysis model and helps participants explore why certain conversations are difficult and what triggers to become aware of in the future. Participants identify their preferred ego states they choose to adopt and explore the difference when applying the 'Adult' ego state. The facilitator then delves into one of the main reasons why difficult conversations can fail. The whole group briefly discusses why this is and is shown the 7 steps to planning a conversation and the 4 A's of having a conversation.

STAGE 3 PREPARATION

Back in the app working through the micro content participants watch two videos that deepen their understanding of how to plan for a courageous conversation and how to have a courageous conversation. With this new found knowledge they are asked to prepare a real life or fictional courageous conversation. They are preparing for the chance to practice in the second of the facilitated sessions.

STAGE 4 HAVING THE CONVERSATION AND LEARNING FROM IT

The group will come together for the final facilitated session of the programme. In pairs they set any context needed and share their 7 step plans and practice the conversation with their partner using the 4 A's. The group comes together and reflects on observations and findings when applying both the 7 steps and 4 A's as, ensuring learning objectives have been met and that participants now have the confidence to conduct courageous conversations moving forward. Learning commitments and skills practice will be outlined so participants can keep the learning alive and apply these new found skills to everyday life.

IMPACT



Empower and support your team with the tools to have courageous conversations



Learn how to prepare for courageous conversations to create win/win outcomes



Develop calm and measured communication skills resulting in greater collaboration and productivity



Immersive roleplay of varying scenarios allows for confident application back in the workplace

FEES

£3500* + VAT *per cohort of up to 12 *Optional fees for role play actors available upon request

For larger cohorts please contact us to discuss volume based pricing.



BEHAVIOURAL CHANGE

HEARTSTYLES

UNDERSTAND WHY WE DO THE THINGS WE DO AND PAVE THE WAY FOR BEHAVIOURAL CHANGE



Heartstyles | Associate

OVERVIEW

We want to help people understand how they show up to others. People who understand that their communication and behaviour may not always be received as they intended. We want to help people gain empathy and understand that there can, and will be a lot going on with others behind the scenes. We want to give people an understanding of why they, and others, do the things that they do.

To achieve this we don't use personality profiles or deliver definitive statements about who people are. Instead we utilise Heartstyles, a behaviour indicator and tool, to show them the steps they can take to become who they want to be.

A three week learning journey that gives participants a full 360 report based on 16 key behaviours. Backed up with group facilitation and one to one coaching to support them through the journey and to help plan any changes they need to make as a result.

WHO IS THIS FOR?

Organisations who want to help their people grow and create a common language for behaviour.

HOURS

4 hours of facilitation
4 hours of app learning

RECOMMENDED DELIVERY

Over 3 weeks

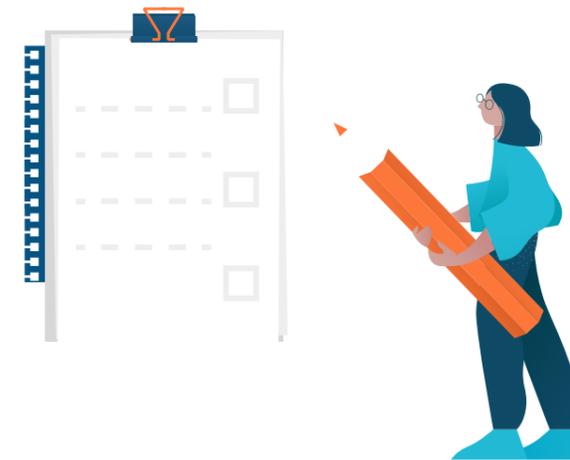
THE JOURNEY

STAGE 1 PRE-WORK

This programme starts with participants completing a Heartstyles indicator questionnaire about themselves. They then choose six colleagues (a mix of peers, subordinates and managers) to complete an indicator report about them.

STAGE 2 WELCOME TO HEARTSTYLES

A facilitated group session is held to introduce Heartstyles, the purpose of the programme and to share key insights into effective and ineffective behaviours.



STAGE 3 WHY WE DO WHAT WE DO

App content picks up exactly where the facilitated session ends for a seamless journey of video, quizzes and coaching sessions that provide participants with an understanding of why they do the things they do as well as some of the neuroscience behind Heartstyles.

STAGE 4 THE RESULTS ARE IN

Participants are now ready for their indicator results. We deliver these during a group facilitated session where we explore first impressions, host some peer to peer coaching and answer any immediate burning questions.

We give participants time and space with their reports, to fully digest them. Some short self and peer to peer coaching activities are provided through the app to help their thinking.

STAGE 5 PLANNING FOR THE FUTURE

We close the programme with individual one to one coaching sessions to really go deep with the reports and to help participants make an action plan for the future.

IMPACT



Teams, departments and organisations can build personal and data driven Development Guides, outlining the steps needed to become their best selves



Understand how you and others can be more effective at work and at home



Turn behaviours that define your business into something you can measure, manage and optimise



Guided application of behavioural change for seamless improved performance

FEES

£7500* +VAT *per cohort of up to 10

For larger cohorts please contact us to discuss volume based pricing.



WELLBEING & STRESS MANAGEMENT

ENERGISEME

**EMPOWERING INDIVIDUALS
WITH THE ESSENTIAL SKILLS
TO HELP MANAGE STRESS
AND BOOST PERFORMANCE**



OVERVIEW

Personal and professional life is like being on a rollercoaster. We have ups and we have downs, we can be thrown around side to side, through dark tunnels with no glimpse of any light and our worlds can be turned upside down at any time. Enabling people to accept this current reality and give them the tools to manage their reactions to it is key.

Stress can be your best friend or your worst enemy and our programme EnergiseMe helps people recognise this, enabling them to put practical steps into place when they are reacting in ways that can be harmful. This interactive blended programme helps participants understand what exactly is meant by 'stress' and how to manage it by making small changes in everyday life and work.

Exploring the difference between positive stress (eustress) and negative stress (distress), we consider how the human performance curve can influence what action needs to be taken in order to create more positive outcomes for ourselves and those around us.

By applying the 5 ways to wellbeing throughout the learning journey, participants get the chance to understand who is responsible for taking action when it comes to stress. By working through and committing to practical steps, cohorts build a resilience and a wellbeing tool kit that aids performance for happier and healthier communities.

WHO IS THIS FOR?

Anyone looking to understand and manage stress, and improve overall personal and professional wellbeing.

HOURS

3 hours of facilitation
4 hours of app learning

RECOMMENDED DELIVERY

Over 2 weeks

LEARNING JOURNEY

STAGE 1

WELCOME TO ENERGISEME

We get underway with 4 steps of micro learning that sets the scene into how we as humans find ourselves reacting to the challenges that life throws at us.

Participants absorb and understand how we are moving through the human performance curve and how developing a great awareness of it can have immediate benefits on how to manage stress.

STAGE 2

IDENTIFYING BAD STRESS

In the first of 3 high impact facilitated sessions, participants gain greater insight into the effects of bad stress and explore the behaviours and actions in the 5 zones of the human performance curve. Paying specific attention to the triggers that influence unhelpful reactions to bad stress, the session highlights what interventions need to happen in order for people to renew their energy so that they can experience peak performance more of the time. After this session, participants dive into engaging micro learning content that helps solidify the benefits of adopting each of the 5 ways of wellbeing.

STAGE 3

THE 5 WAYS OF WELLBEING

Stage 3 begins with a facilitated learning check in. In this session participants get creative and come up with different ways to embed the 5 ways of wellbeing. They use their new found thinking to apply and reinforce behaviours in order to make them more habitual.

They express the ways in which they will commit to the 5 ways to wellbeing through the app and their coach feeds back to check willingness and follow through.

STAGE 4

IMBEDDING & COMMITTING

The programme comes to an end and the cohort gets to reflect on what has come before and how as a result of the programme they plan to manage stress as individuals and teams.

They leave the programme with a clear action plan of what to do when they find themselves in the Drone, Survival or Burnout Zones, remembering that prevention is always better than cure.

IMPACT



Dial back into 'human to human' behaviours and understand the importance of regular check-ins



Learn to navigate synchronicity between business and individual needs for improved performance



Practical tool kit to implement and avoid burnout



Increase engagement and reduce absenteeism



Heightened accountability and owning ways in which people react to events

FEES

£2995* + VAT *per cohort of up to 20 **Trial Price:** Trial your first cohort of 10 for **£1500 + VAT**

For larger cohorts please contact us to discuss volume based pricing.



LICENCE OUR LEARNING

CHAMPIONLED

ENABLING YOU TO DELIVER TRANSFORMATIONAL LEARNING TO EVERYONE.



WHAT IS CHAMPION LED?

Making transformational learning accessible to all usually requires considerable investment of time and money. However, there is an easier way...

Our champion led approach enables your people to deliver the programmes we believe are essential in this day and age. At scale, with ease and in our blended way. Perfect for the distributed environment we all work in.

BENEFITS



Scalable



Affordable



Aligns to your business strategy and values



Ease of use

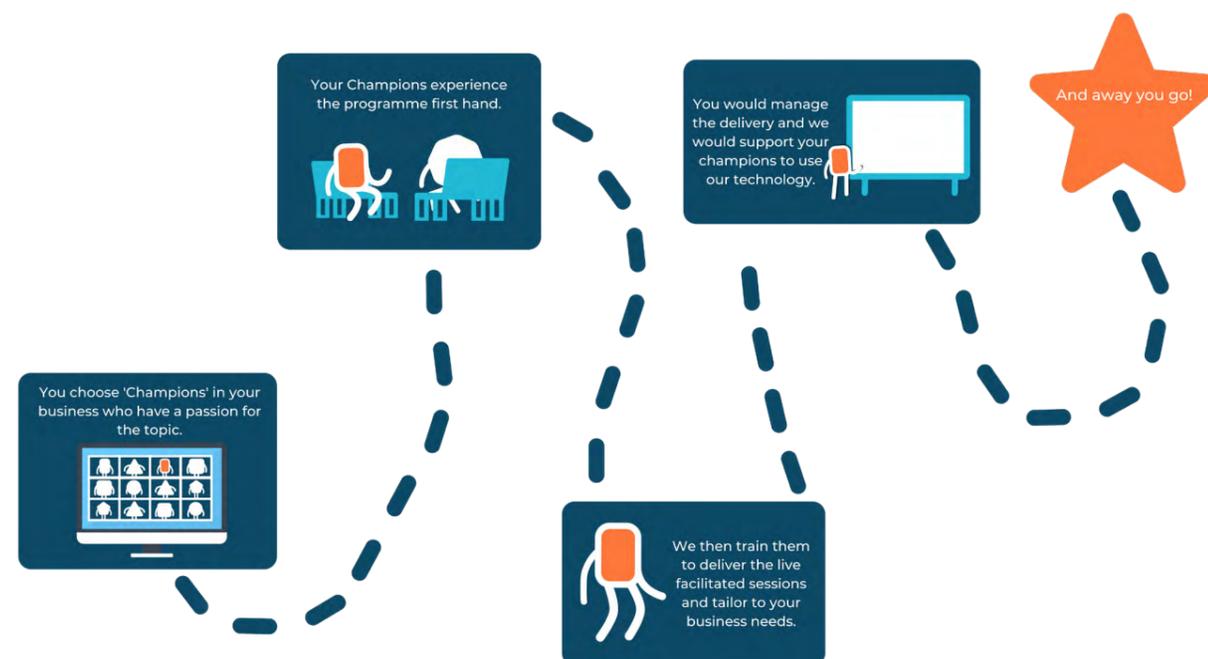


Consistency



Time efficiency

HOW IT WORKS



PROGRAMMES

ENERGISEME

EnergiseMe empowers individuals with the essential skills to help manage stress and boost performance.

Read more [here](#).

INCLUDEME

IncludeMe enables people to understand what diversity really means and what it takes to build an inclusive environment.

Read more [here](#).

COACHME

CoachMe enables people to actively listen, ask thought-provoking questions and empower others to reach their potential.

Read more [here](#).

FEES

TRAIN THE CHAMPION

Stage 1 - Champions experience the programme in a cohort of up to 6 pax
Stage 2 - Champions go through a comprehensive 'train the champion'

ENERGISEME

STAGE 1 & 2
£4,200 + VAT

INCLUDEME

STAGE 1 & 2
£7,450 + VAT

COACHME

STAGE 1 & 2
£7,450 + VAT

DELIVERY

PER USER

Up to 100 pax

£65 + VAT

Up to 200 pax

£55 + VAT

Up to 300 pax

£45 + VAT

301 - 500 pax

£40 + VAT

INCLUDES

- Access to the app
- Use of the NWL Learning Journey content, for the duration of the programme (4 weeks per cohort)
- App tech support

For larger cohorts please contact us to discuss volume based pricing.



**BUILD
YOUR OWN**

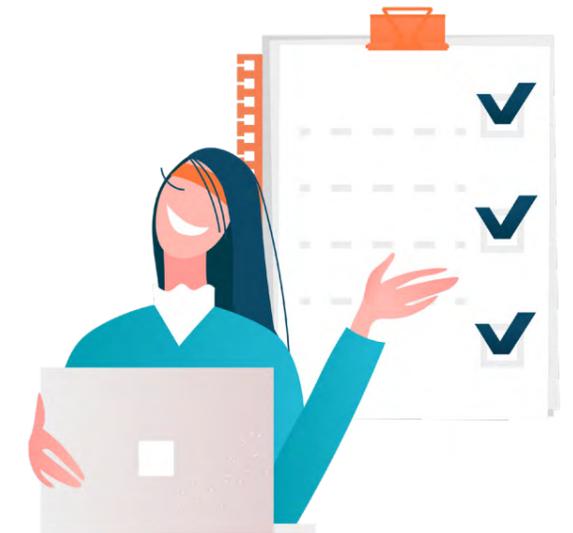
BUILDME

**BUILD A BESPOKE LEARNING JOURNEY THAT
RESONATES WITH YOU AND YOUR ORGANISATION**

WHAT IS BUILDME?

BuildMe is our bespoke design process that allows you and your people to experience the four stages of learning in exciting, engaging and purposeful ways.

When we immerse people in unique and compelling stories we can win over their hearts and minds. When we hold them accountable for their actions, something remarkable happens. When we take them on an individual journey we prove they have confidence, know how and ability to practically apply these skills and behaviours and adapt to our ever changing world.



HOW IT WORKS

Stage
1

Discovery

We delight in immersing ourselves in the culture of your organisation. We do this to understand the kind of learning pathway that will provide the biggest impact for your people. We might interview, survey, shadow or simply act as a sounding board to discover how we can design a journey that has the maximum learning impact with minimum business disruption.

Stage
2

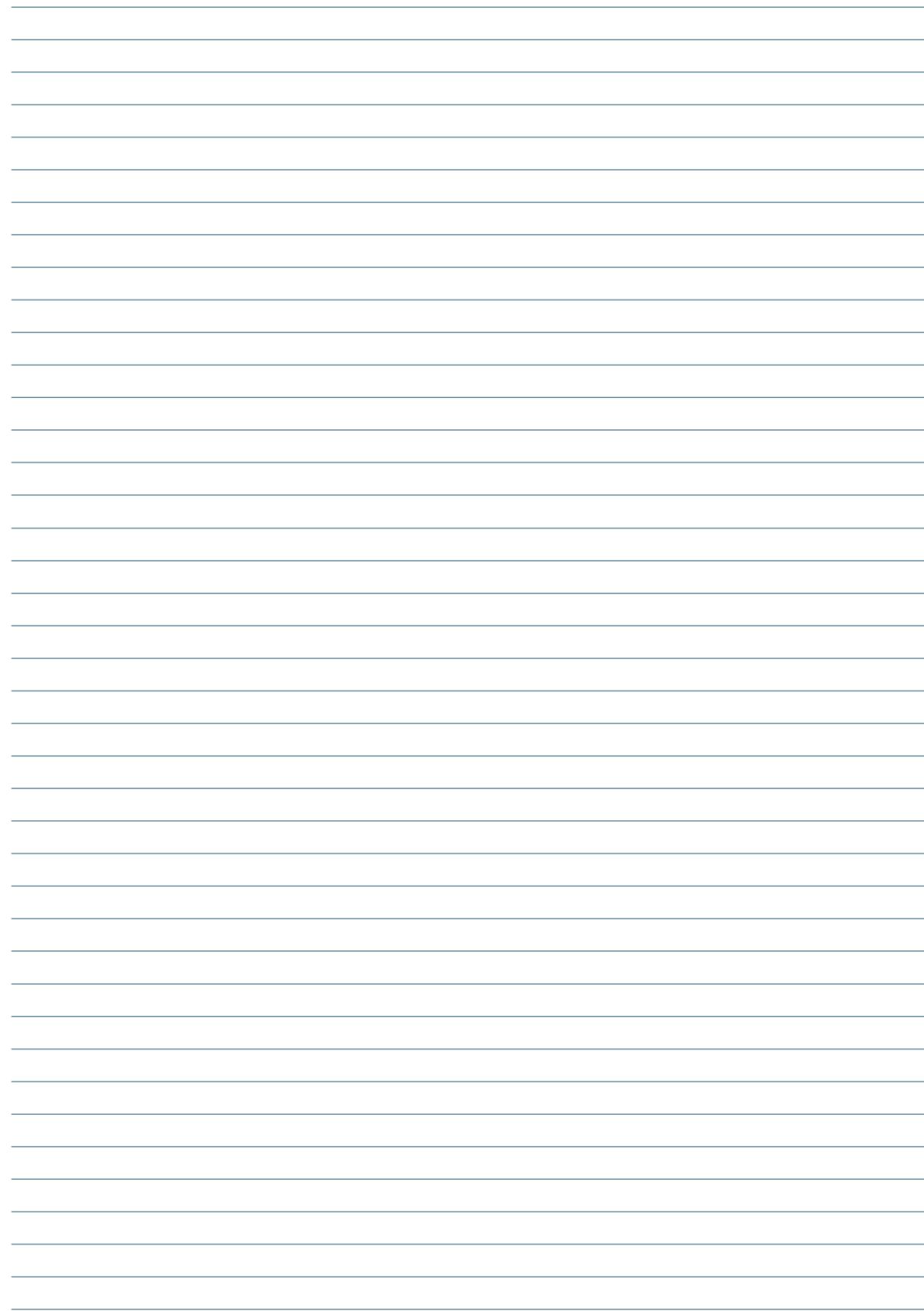
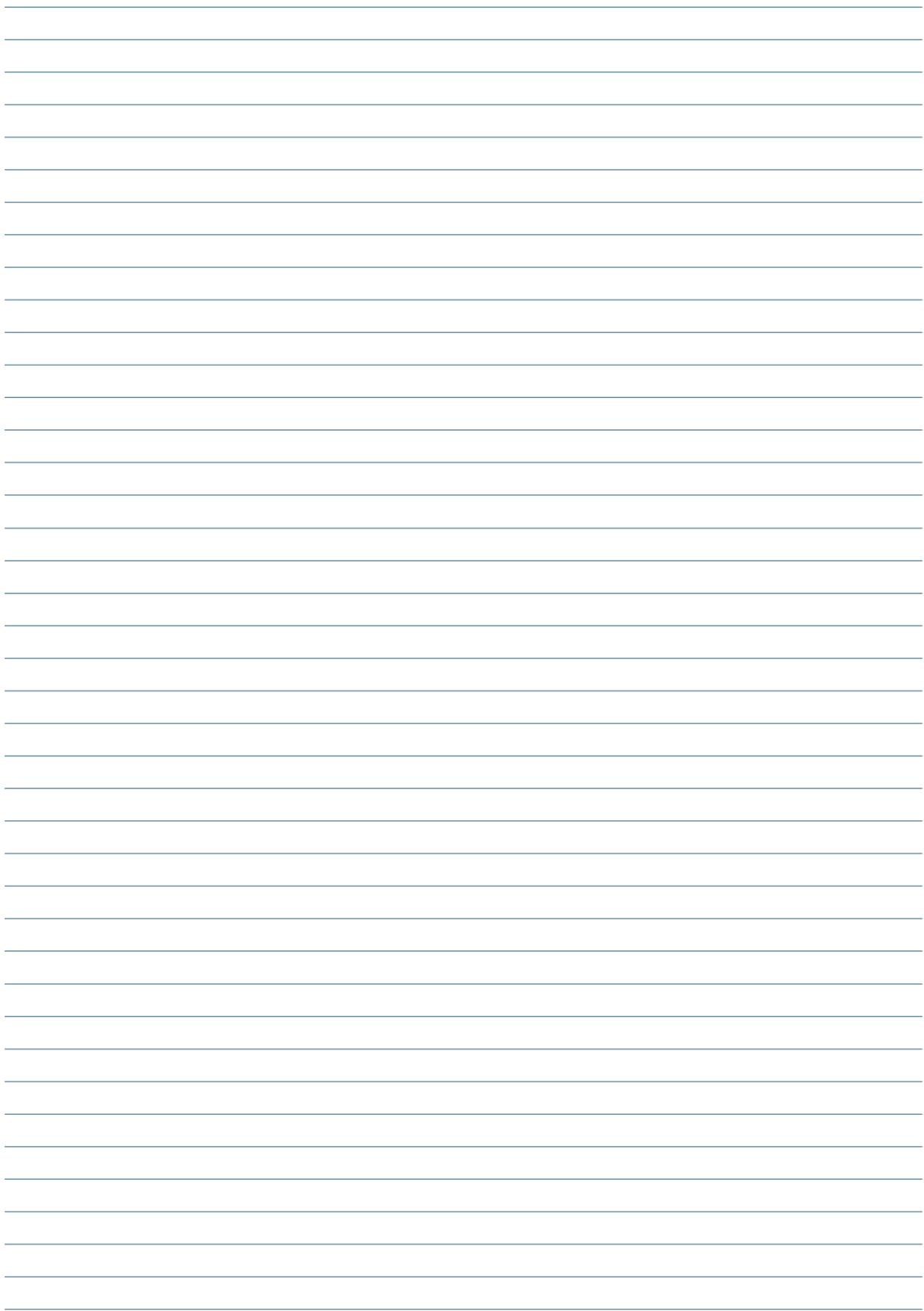
Design

Inspired by game mechanics, experiential and action learning our design will centre around an objective-led narrative and active engagement. With the four stages of learning always at the front of mind we exploit a well known story structure to identify where our New Wave elements should be integrated in any learning pathway. This combination enables us to build the most impactful experience for any L&D requirement.

Stage
3

Delivery

Our delivery mechanisms will be driven by expert facilitation, creative design, micro-learning and human accountability touch points. We will weave in all the New Wave elements to create the most impactful pathways that have the perfect mix of smart technology, creative design and human interaction.





NEW WAVE

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Or reach us on our socials

