The following table provides a selection of our "*ready-to-go*" programmes which can be delivered at short notice (subject to availability). All of the programmes shown can be tailored and adapted, or alternatively we can design something bespoke to meet specific requirements. The list is not comprehensive, so if you don't find something suitable please contact us at programmes@designed4success.co.uk and we'll be happy to help.

Programme Type	D4S Programme	Participant outcomes	Duration
FOR LEADERS / MANAGERS (some of these programmes are also suitable for non-managers).	Managing remote teams	• *Understand the key differences between leading virtually and face to face* • *Understand the critical factors that contribute to an effective virtual team* • *Learn how to apply the "5C" model for leading virtual teams* • *Explore what makes a great virtual manager / leader*	120 mins
	Managing performance in virtual teams	• *Understand how to develop collective purpose in a virtual team* • *Understand how to focus people working remotely onto key priorities* • *Learn how to create individual and collective accountability in virtual teams*	90 mins
	Motivating self and team	• *Understand the four principal types of motivation* • *Identify your own motivational drivers* • *Understand the brain's natural 'seeking system' and use this to enhance motivation* • *Learn techniques to unlock your own and others' internal motivation* • *Develop practices to avoid the four most common motivation traps*	120 mins
	Resilience for Managers	• *Understand what resilience is (and is not)* • *Understand the four core components of resilience* • *Identify at least one action to support you / your team in building resilience*	120 mins
	Listening and coaching skills for managers of remote teams	• *Understand how coaching can be used to enhance performance in remote teams* • *Learn practical ways of improving listening skills in a virtual environment* • *Learn a simple model for coaching in a remote team*	90 mins
	Trust for managers	• *Understand the importance of trust in the workplace* • *Understand how trust is built* • *Identify actions to maintain or build trusted working relationships*	120 mins
	Psychological Safety for Managers	• *Understand the importance of psychological safety in the workplace* • *Learn the social factors which either enhance or inhibit psychological safety at work* • *Explore the impact of remote working on psychological safety* • *Learn how to create psychological safety, even when working remotely*	120 mins
	Coaching Conversations for Managers	• *Understand how coaching as a leadership style can boost performance* • *Learn a coaching model to make coaching conversations part of your daily practice* • *Gain skills and confidence in holding effective coaching conversations*	120 mins

DESIGNED4SUCCESS
Inspiring performance

Programme Type	D4S Programme	Participant outcomes	Duration
FOR LEADERS / MANAGERS (some of these programmes are also suitable for non-managers).	Effective Feedback Conversations	• *Understand the relationship between feedback and performance* • *Consider the key principles required to deliver really effective feedback* • *Learn two techniques for giving insightful feedback in the moment* • *Practice giving feedback*	120 mins
	Performance Conversations for Managers	• *Understand the purpose of a Performance Conversation* • *Explore and understand the elements which contribute to a good Performance conversation* • *Learn some new tools and techniques to support having good Performance conversations*	120 mins
	Mastering Difficult Conversations - Your Emotions in a Virtual Environment	• *Understand how the dynamics of virtual conversations differ from face-to-face conversations* • *Learn how to create a psychologically safe environment in a virtual setting* • *Learn practical ways to turn potentially difficult conversations into effective conversations* • *Understand how to manage emotions and respond more positively to challenging situations*	120 mins
	Courage to Lead	• *Understand what gets in the way of courageous work as a leader* • *Recognise vulnerability as the emotion we feel during times of uncertainty, risk, and emotional exposure.* • *Explain why courage as a leader requires vulnerability* • *Learn how to cultivate a habit of bravery, choosing courage over comfort* • *Understand the 4 courage-building skillsets to increase tolerance for the discomfort sometimes associated with leadership*	120 mins
	Leading through Change	• *Build a greater understanding of the process of change and how it impacts individuals in different ways* • *Develop greater self-awareness about their own personal response to change and how they can build resilience to deal with it effectively* • *Develop skills that will enable them to lead and manage others through change*	2 modules each of 120 mins
	Appreciative Inquiry for Leaders and Managers	• *Explore the basic principles of Appreciative Inquiry (AI)* • *Understand how to apply AI as part of your team leadership* • *Practice applying AI skills* • *Identify immediate actions for application beyond the session*	120 mins