

Richie has 20+ years senior management experience including operating at Director level across Supply Chain, Operations and Operational Excellence. Richie has a Master’s in human resource management and Higher Diploma in leadership of employee health and wellbeing. Richie has completed a Certificate & Diploma in coaching skills, PRINCE 2 project management qualification and cognitive behavioural therapy practitioner training.

**Programs available**:

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| **Programme** | **Length** | **Benefits** | **Cost** |
| Interim Management cover | As Required | Speedy management cover to support business. Human Resource, Supply Chain, Operations, Operational Excellence.  | €60 per hour. |
| Employee engagement | 6 weeks initially | Increased productivity, lower absence, higher levels of discretionary effort | €2,200 |
| Leading Change | 5 weeks  | Tools to manage and implement change.  | €600 |
| Leadership development | 6 weeks | Building leadership capability in new and experienced people managers. | €1,440 1 personDiscounts 2+ people. |
| Coaching & Mentoring | As required | Enhanced work performance aligned to organisational goals. | €60 per hour per person. |
| Personal productivity | 9 weeks | Increased productivity in work and personal lives.  | €2,350 1 person.Discounts 2+ people. |
| Workplace wellbeing  | 4 weeks to develop plan | Improved health and wellbeing of employees, leading to reduced absence, higher engagement, and productive workforce. | €2,200. |
| Problem solving | 2 days | Standardised method to identify opportunities for improvement | €960 per person. |

**Leading Change programme.**

**€600 per person.**

Designed to equip leaders and managers with science backed knowledge and skills essential for the effective leadership change programmes and initiatives, resulting in increased productivity, reduced resistance to change and reduced turnover of employees.

**Length of Programme.**

5 \* 2 hour online live sessions or in-house.

* Module 1 – Understanding change and change management.
	+ Change Models
	+ Change curve
	+ Success/failure factors in change management
* Module 2 – Implementing change.
	+ Bringing the vision to life
	+ Decision making during the change process.
	+ Organisational Change
* Module 3 – Creating awareness and commitment to change.
	+ Stakeholder engagement including stakeholder mapping.
	+ Communication and Storytelling
* Module 4 – How we as individuals deal with change.
	+ Why we don’t like change.
	+ Identification of emotions during change and actions.
	+ Performing during change.
* Module 5 – optimising the work of teams during change.
	+ Teambuilding techniques
	+ Problem solving for successful change.

**Leadership development program.**

**€1,440 per person.**

This module-based training programme is designed for both experienced and new leaders at middle to senior level management positions who wish to enhance their leadership competencies and to prepare for the critical transition into strategic leadership roles.

**Length of Program: 6 \* 4 hour sessions covering the following topics.**

* Module 1: Management to Leadership.
	+ Management v Leadership.
	+ Leadership Styles.
	+ Authentic Leadership in the workplace.
	+ Leadership template.
* Module 2: Building Resilience and success strategies.
	+ Understanding stress and its impact on physical and mental health
	+ Understanding resilience and impact to health
	+ Building your own resilience plan following template
	+ Strategies for Personal resilience during challenging times.
* Module 3: Problem Solving Skills.
	+ Define of the problem to be solved.
	+ Problem solving tools.
	+ Measurement tools and techniques.
	+ Data analysis techniques.
	+ Improvement identification and implementation.
	+ Systems to ensure sustainability of solutions.
* Module 4: Agile Leadership.
	+ What is an agile leader?
	+ Agile versus traditional leadership styles.
	+ Principles of Agile Leadership.
* Module 5: Change management in the workplace.
	+ How we respond to change in the workplace
	+ Implementing change
	+ Strategies to deal with opposition to change.
	+ Change models and change curve.
	+ Creating commitment to change.
* Module 6: Team effectiveness.
	+ Diversity as a business advantage.
	+ Inclusive leadership.
	+ Stages of team formation.
	+ Personal Bias and groupthink.
	+ Team engagement tools and techniques.
* Module 7: Time Management skills:
	+ Understanding time relationship to productivity.
	+ Self-management techniques
	+ Prioritisation of the Urgent versus important
	+ Designing your most effective day and week.
* Module 9: Coaching and Mentoring Skills.
	+ What is Coaching and the role of coaching in the workplace.
	+ Coaching models for use in the workplace.
	+ Listening Skills.
	+ Benefits of Coaching.
	+ Mentoring understanding and benefits to workplace.
* Module 10: Effective decision making.
	+ Understanding Bias and impact to decision making.
	+ Decision making process and tools.
	+ Unintended consequences avoidance.
	+ Tools to manage emotions during decision making.
* Module 11: Performance management.
	+ Setting expectations.
	+ Key Performance indicators.
	+ Recognition
	+ Coaching
	+ Constructive feedback.
	+ Escalation

**Coaching and Mentoring**:

**€60 per hour per person**

Both are essential tools for organisational effectiveness.

**Coaching** is a collaborative, solution focussed, results-oriented and systematic process in which a coach facilitates the enhancement of work performance, personal and professional growth of a coachee. Coaching pushes leaders to set a specific plan for improvement so that they can follow through to change and improve their knowledge and skills. It requires leaders to draw their own conclusions and develop solutions. It is a method of deploying artful questioning and reflections to help leaders unlock their full potential to achieve personal and professional success.

It is also one of the most cost-effective and efficient ways to develop people in organisations and to sustain positive behavioural changes initiated by training.

**Mentoring i**s more relationship-based versus performance-based. The mentor shares his or her own personal experiences, insights, and knowledge with the mentee. Mentoring is about overall leadership development.

Our leadership team have experience gained while working across industry including private and voluntary sector organisations in addition to experience of mentoring leaders at all levels.

**Personal productivity program**:

**€2,350 per person**

**Length of Programme.**

9 \* 3 hour online live sessions or in-house.

This module-based programme is for individuals to increase productivity in their work and personal lives. The course is aimed at people that have supervisory or managerial responsibilities and need to increase personal and or team productivity. The course will help participants increase productivity, prioritise, deal with interruptions, improve employee attitudes, developing team members, delegation, and effective communication.

* Module 1: Workshop overview.
	+ What is success.
	+ Developing goals.
	+ Importance of attitude as part of motivation to succeed.
	+ Baseline exercise
* Module 2: Productivity.
	+ Understanding productivity.
	+ Time Management
	+ Understanding resilience and impact to own health
	+ Personal Bias and attitudes to people, places, and situations.
* Module 3: Goals setting and achievement.
	+ Personal and organisational goals.
	+ Working the goal setting process real time.
	+ The power of small goals to build momentum.
	+ Reviewing progress and use of PDCA cycle.
	+ Use of aids to achieve goals.
* Module 4: Priority management:
	+ Setting priorities for each day.
	+ Urgent versus important
	+ Managing e-mail and notifications.
	+ Learn how to say no.
	+ Workstation set up.
* Module 5: Progress review.
	+ Assessment of progress to date.
	+ Summary of key concepts and examples of where they have been used.
	+ Progress alignment with student and manager.
	+ Agree next steps and any adjustments for modules 6 – 9.
* Module 6: Communication.
	+ Communication skills.
	+ Empathy when communicating.
	+ Role of behavioural traits in communication.
	+ Listen for understanding.
	+ Asking open questions.
* Module 7: Empowerment:
	+ What is empowerment?
	+ Benefits of empowerment
	+ Delegation to develop the team.
	+ Consequences of not delegating.
	+ Agreeing the limits of empowerment and delegation.
* Module 8: Team effectiveness.
	+ Setting expectations and the red line.
	+ Managing performance.
	+ Effective meetings.
	+ Continuous improvement theories.
	+ Coaching team members.
	+ Engagement techniques.
* Module 9: Course review
	+ After action review.
	+ Presentation of certificates.
* Follow up with participants after 30/60 and 90 days to review progress and agree next steps.

**RHLSA process**:

* Specific workplace goals are set in conjunction with the participant and their manager.
* Individual coaching guides participant towards the on-the-job application of the theories.
* Modules are done 1 per week over 9 weeks to allow learning and application in the workplace with a weekly review of progress.
* Course is action orientated with agreements at end of each session.
* Reviews are held mid and post course completion to identify improvements or modify as required.
* Participants each present key learnings and accomplishments at a graduation ceremony.

**Workplace wellbeing programme**.

€2,200 for the Program outline. €60 per hour thereafter to deliver program.

This program will build an action plan, generating a holistic approach to employee’s mental and physical health and wellbeing, by building the plan focusing mental, physical and the social health of the organisation which has suffered because of the covid pandemic. This will also improve engagement in the organisation.

**Program**:

* Assessment of current health and wellbeing plan
	+ PESTLE, SWOT and VRIO.
	+ Site Surveys
	+ Focus Groups
* Develop toolkit proposal from the current state assessment and share with key stakeholders.
* Agree scope, budget, team, timelines, and sponsorship for the program.
* Development weekly level plan with measurable objectives.
* Instigation of monthly governance process to monitor progress versus plan.
* Re-assessment after 6 months to agree plan for next 12 months.

**Employee engagement programme**.

€2,200 for the Program outline. €60 per hour thereafter to deliver program.

This program will build an action plan, generating a holistic approach to employee’s mental and physical health and wellbeing, by building the plan focusing mental, physical and the social health of the organisation which has suffered because of the covid pandemic. This will also improve engagement in the organisation.

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* Development weekly level plan with measurable objectives.
* Instigation of monthly governance process to monitor progress versus plan.
* Re-assessment after 6 months to agree plan for next 12 months.

**Problem solving training**:

**€960 per person**

**Length of Programme.**

2 \* 8 hour online live sessions or in-house.

This programme is for individuals to increase their problem-solving capability in their work and personal lives. The course will help participants increase their understanding of problem statements, root cause analysis tools, solution identification and tools to control the improvements.

* Day 1: Workshop overview.
	+ Defining the problem to be solved.
	+ Measurement as a key input to problem solving.
	+ Root cause analysis tools
* Day 2: Workshop overview.
	+ Solution identification.
	+ Implementation techniques and governance.
	+ How to control the improvements identified once project is complete.