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innovative people development

Autumn News

Supporting individuals, teams and organisations

I've been working with University of Bradford over the past few months on various Organisational Development initiatives and have developed a great two day **Recruitment and Selection Course** for them. Let me know if you are interested in improving your organisation's training in this area.



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I have been running a new **1 day Developmental Team Building Workshop** that focuses on the five building blocks needed to develop teams effectively.

The workshop has initiated some great new thinking for teams, allowing individuals to feedback on how they want relationships to develop with each other. The day ends with the team agreeing detailed actions under the five building blocks with clear accountability and ownership assigned to ensure that the plan is delivered. Some organisations have asked me to carry out **psychometrics** to understand how the team operate. Each member of the team has a coaching session with me to interpret their psychometric and think about how they might want to develop. I then run a team event where the team profile is plotted (see right) and used to plan actions.



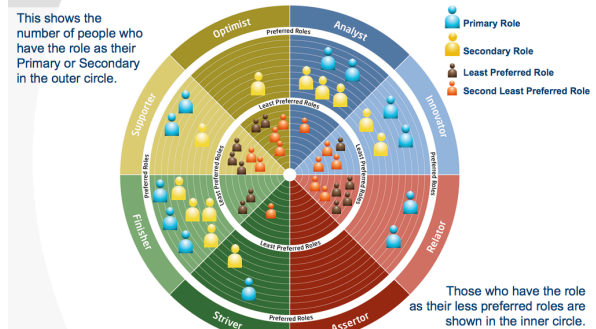
I am now delivering a **Strategic Change Course** across eight different organisations with excellent feedback. It has been described by delegates as, “*inspirational*”, “*thought provoking*” and “*practical*”. It is a challenging one day workshop which uses two models for delegates to apply back into their work and team. I'd be delighted to discuss whether this would be relevant for you.

Recent work with Yorkshire Housing involved me working with their HR, Learning & Development and Communications Teams. Part of the work involved me identifying development and training programmes for each job role function and carrying out team events.

Mervin Straughan, Communications Manager at YH said:

“A big thumbs up! Skilful facilitation and a well thought-out process ensured a hugely productive team building day that helped a relatively new team establish a much stronger sense of identity.”

Team Profile – Preferred & Least Preferred Roles



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Contact me for further information or to discuss how I can work with you or your organisation.