

Coaching, Developing, Leading Organisational Change

We've had the opportunity to work on some great programmes over the past few months. We have been involved in setting up a new approach to Mentoring at *University of Bradford*, are delighted to be working with *North West Leadership Academy* on developing three different courses, we've designed new performance management approaches for an *NHS client* and are doing lots of work with businesses at Board and Management level to help with strategic planning. These are challenging times for many people we've been working with - but this has led to really innovative and exciting initiatives as organisations meet the pressures of austerity and think about how they develop. Below we've highlighted some areas of our work but please contact us if you want to talk about any areas of development for your business. If we aren't the right people to help you we will recommend someone who is!

Mentoring

We have developed best practice tips for how to set up mentoring frameworks within organisations. These include role of mentor/mentee and line manager, how to structure a session and ask the right questions as a mentor. We would be delighted to share these tips with you if you are looking to develop a mentoring culture within your business.

"Causeway designed & delivered mentoring workshops for us - one for line managers and one for their direct reports. From the initial meeting to discuss our needs, through excellent pre-workshop promotion and delivery, work was focused and highly relevant. The well-attended events led to an insightful report which guided us on next steps. I would highly recommend them".

Alison Blenkinsopp OBE, Professor of the Practice of Pharmacy



Leading Change that Lasts - this course has received fantastic feedback from delegates. It's a practical day that will give you a clear understanding of how to define and create a change programme that will work and be sustainable in your organisation. It will help you avoid the expensive errors and risks that can come with change. You'll learn ways to engage staff so you are doing the change with them and not to them. You will leave the event with a clear vision about what you need to do to ensure that your business is implementing change in a way that delivers tangible and sustainable benefits.

High Performance Culture

The challenge of delivering more with less resource whilst improving (or at least maintaining) standards has been a core theme with many businesses we have worked with over recent times.



We have developed workshops for Boards and Senior Management teams to look at how they can embed a high performance culture, ensure they are retaining the high performers and working to improve performance with people who need support.

We have run workshops for staff and given them the skills to really think and challenge their own ways of working to help them improve the way they are operating.

Commercial Awareness

We are running courses across sectors to help staff develop a shared understanding on how they can be more commercially aware in their day to day roles and deliver measurable benefits to their companies in 2016 and beyond.

360 Psychometrics

We are working on various 360 feedback programmes with leadership teams using Saville Consulting psychometric and also designing bespoke assessment tools using the organisations' own competency frameworks.

Please contact us if you want to discuss any areas of our work, we would be delighted to talk further with you.