

Development

Knowledge. Skills. Experience.

We create bespoke, engaging and impactful development experiences for employees at all levels.



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Introduction

Our primary focus at WorkLifePsych is people development. Our passion and skills combine to provide our clients with high quality, evidence-based and impactful development solutions.

Whether it be a one-off team development offsite or a multi-month international leadership development programme, we can create a solution that is right for you.

How we can help

When it comes to developing your people, we can help you and your employees from a number of complementary perspectives.

- **Strategic guidance and support:** clarification of development needs, identification of evidence-based development interventions and strategic alignment of your plans with your values and culture.
- **Team development sessions:** creation and facilitation of bespoke team development workshops. Covering a host of topics, these sessions emphasise increasing insight and identifying actionable steps to make a difference.
- **Graduate development:** creating and run development programmes to smooth the onboarding and upskilling of your new graduates as they enter the world of work.
- **Management development:** designing and deploying structured development programmes for those taking their first steps into management or those who could benefit from some augmenting their professional experience with tools for their 'management toolkit'.
- **Leadership development:** working with your aspiring or existing leaders to augment their impact and success by designing interactive and challenging development programmes.
- **Development Centre design and deployment:** creating objective and insightful assessment processes to identify and quantify talent within your organisation.

1. Strategic guidance and support

Before you select an off-the-shelf development programme, or start enrolling your managers in a business school, we can help you adopt a strategic perspective, quantify your challenges and identify development interventions most likely to have a positive impact on performance.



We'll start with clarifying your problem, taking a measure and using this data to formulate a way forward. We can even help you evaluate the impact of these development initiatives on performance – you'll want to calculate your return on investment, after all.

Clarifying your priorities

We can work with you to help clarify who needs development and in what areas, how this fits in with other people-focused initiatives and more general organisational strategy. We start by asking the question “What's the problem you're trying to solve?”. We can work with you to better understand the presenting issues, review possible interventions and bring the scientific evidence to bear on any exploration of next steps.

Aligning your people development initiatives with your mission, vision and values can help them be better understood by your internal audience.

Evaluating the impact of interventions

When you've made an investment in structured development, you want to know how well it has worked. We can work with you to evaluate the impact of your development initiatives, using a range of measures and approaches, each one designed to withstand the scrutiny of your senior stakeholders – and allowing you to demonstrate how your focus on employee development is contributing to organisational success.



2. Team development

The phrase 'team development' can bring back unpleasant memories of uncomfortable 'trust-building' exercises, over-sharing of personal information and inappropriately-chosen outdoor pursuits. We take a very different approach.



When we work with a team, we have the following goals in mind:

- Building individual and collective self-awareness
- Building interpersonal trust and collective psychological safety
- Identifying what works and what needs to change
- Getting commitment for action and setting out next steps

Regardless of the topic at hand, it's key that team members feel they're working with someone professional and experienced and you can be sure that our facilitators have years of experience working with teams across industries and continents.

Common scenarios where we work with teams include:

- Bringing together the members of a newly formed team
- Preparing a team for organisational change
- Gathering a team together after restructure and new members
- Building mutual trust, support and team resilience
- Supporting a team in dealing with pressure and workload



Our workshops don't involve running building rafts or running around muddy fields – although that can be fun! Instead we design workshops that focus on working style, interpersonal support and learning more about each other. They are definitely fun, and nobody gets wet!

4. Management development

Not everyone who manages necessarily sees themselves as a manager. And not everyone managing others has been given the opportunity to develop a management style or accumulate a 'management toolkit'.

As you're probably aware, technical ability doesn't necessarily automatically lead to management capability or even confidence.



And nobody wants to find themselves in the role of 'accidental manager', lacking the confidence or skills to take charge and inspire a team.

We can create and run management development programmes that help those taking their first supervisory steps. Covering common topics like developing others, giving feedback, and planning and organising, our programmes are grounded in your organisational reality and frameworks.

For those managers with more experience, we can create programmes that will allow them to grow in-role and be ready to take on even more responsibility. We often cover topics like strategic and evidence-based decision-making, coaching skills and effective delegation and monitoring.

Regardless of the management cohort you have in mind, we can create something suitably challenging and interactive for them. Coaching sessions can help them explore their individual development goals, self-limiting beliefs and tactical application of new management skills – all in a supportive environment that keeps them accountable for their commitment to action.



5. Leadership development

Organisational leaders set the tone for everyone else. They role-model, they plan and strategise, they take the tough decisions and set the organisation's course. Leadership can be rewarding and demanding in equal measure and leadership capability is vital to an organisation's success.

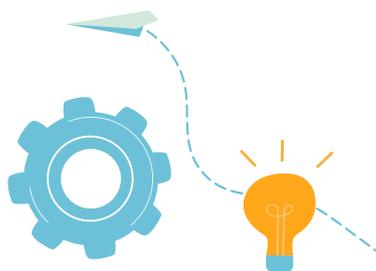


We partner with our clients to create relevant, time-efficient and impactful leadership development experiences. Interactive workshops and development sessions, supportive and stretching coaching engagements and application of new skills and insight in the real world.

We can work with aspiring leaders, taking their first steps or more established leaders with existing real-world responsibilities. We can work with co-located leadership teams or large cohorts of 'future leaders' on a global basis. Our experience in this space is significant and we emphasise the application of evidence-based concepts and models, translated for application in the real world. No quick fixes or fads here.

We combine dynamic and interactive 'classroom' experiences with one-to-one coaching, often facilitated over video conferencing technology. Our solutions are built around the organisation's leaders, not inflicted upon them!

We create leadership development programmes with our clients, eschewing off-the-shelf solutions. This reflects our emphasis on contextual validity – in other words, was it built for here? It's all very well watching what other organisations are doing, but not that helpful if you're in a completely different industry and at a different stage in your growth journey.



6. Development centre design and deployment

You may have heard the phrase “I can spot talent when it walks in the door” – you may even believe it. Unfortunately, this usually represents us falling prey to one of the many cognitive biases that skew our thinking.

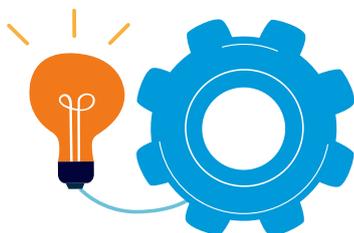


The same applies to identifying your ‘high potential’ employees or any other assessment of capability at work. Reputation, manager perspective and personal liking (or disliking!) can all play their part in skewing an otherwise fair assessment of potential.

We can design and run an objective and fair assessment process to give you – and your employees – a clear and unambiguous snapshot of ability, personality and fit against your internal talent framework. This includes design of bespoke assessment exercises, design of a development centre assessment process, facilitation of the development centre itself, feedback to all attendees, collation of assessment results and a review of the outputs with you, to aid your decision-making.

We have designed development centres for medical professionals, graduates, investment bankers, marketing professionals and managers in a global telecoms company.

A well-crafted and professionally-executed development centre can give you valuable data to support your talent initiatives, while also clarifying development needs at the individual level. This kind of activity is too important to be left up to subjective evaluations.





About WorkLifePsych

Founded in 2014 by Dr. Richard MacKinnon, we're a team of workplace psychologists whose expertise lies in developing people at work. We operate at the intersection of wellbeing, productivity and professional effectiveness and provide coaching, training and structured development programmes.

Our focus on people development reflects both our skill set and our passion. We've coached leaders, managers, graduates and individual contributors across and globe and in a range of organisational sectors. We love seeing people make progress towards their goals and hearing how our support has made all the difference in their working lives.

As psychologists, we're best placed to combine our deep knowledge of workplace psychology with cutting edge approaches to get you the best results. We avoid fads and fashions and focus on what actually works.

You can find out all about our activities and see the profiles of our team by visiting our website at worklifepsych.com.

Alternatively, get in touch to find out more about how we can help:

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What our clients say



We asked Richard to run a few of his 'Psychological Flexibility 101' sessions and 55 of my colleagues signed up for the initial workshops. I was really impressed with their feedback and their comments in the brief online survey we used afterwards illustrated just how keen they were to learn more and start putting this all into practice.

Lorraine O'Sullivan, Group People Director,
Dentsu Aegis Network Ireland

"We asked WorkLifePsych to design and run a bespoke management development programme for us. Richard demonstrated a strong drive to understand our unique needs as a business, and to ensure that what he designed was a good fit for us and our employees. Richard and his team developed four, high-quality and interactive workshops for the programme, supported by one-to-one coaching sessions.

We could see improvements in team performance before the programme even finished. Our managers have gained confidence and are more cheerful as they go about their work – despite the day to day challenges of management.

We are extremely pleased with the programme and its impact and wouldn't hesitate to recommend Richard and WorkLifePsych. They have exceeded our expectations."

Conall Lavery, CEO, Real World Analytics

We retained WorkLifePsych to design and deliver workshops on essential coaching skills to the delegates on our "Inspire" leadership development programme. Richard worked closely with us to identify our requirements and ensured that he reflected our company's culture in the final version of the workshop.

Having observed the delivery of one of the workshops, I would say that Richard's style engaged and challenged the delegates. He responded well to all their questions and provided feedback and support throughout the various practical components of the workshop. He delivered a workshop that met our needs perfectly.

I would have no hesitation in recommending WorkLifePsych as a provider of coaching skills and development interventions more generally and I look forward to working with Richard again."

Louise Morris, Learning & Development Manager, Certas Energy



WorkLifePsych have helped us successfully design from scratch a leadership programme which has been deployed across the Group which is now in its fourth year of delivery.

It has been received extremely well, resulting in delegates making measurable change in their approach to leadership in their role and deployment into their teams.

Tammy Lillie, Head of Learning & Talent, Spirax Sarco Engineering

We asked Richard to design and run a team development away day, in preparation for an upcoming organisational change. Richard spent time getting to know and understand our requirements, interviewed key senior team members and demonstrated an empathy for our organisational context.

He designed a workshop that ensured everyone contributed, allowed for open and challenging debate and helped us focus on the actionable changes we'd like to make as a team.

We found the session to be extremely valuable and I would be very happy to recommend Richard to any organisation looking for a professionally facilitated team workshop.

Robin McIver, Director of Strategy, Planning & Assurance, King's College