



Training & Development Workshops

The Employer Engagement Team support businesses to identify, design, develop and implement work-force education and training programmes linked to the strategic needs of your business, and outlined below are just some of the workshops we have on offer.

Time Management

Do you spend your working day being busy from the minute you arrive at work until the time you leave but achieve very little? You will learn an array of tools and techniques to help you work smarter not harder and control events rather than be controlled by them.

Recruitment Skills

Making the wrong choice when recruiting new employees can, at minimum, cause frustration and at worst have disastrous consequences for an organisation. This course is designed to prepare you to deliver interviews that really get behind the candidate's responses, to identify their true skills set and likely behaviours in the workplace.

Thinking Strategically

This session will be an interactive session for those who are interested in or want to develop their knowledge of or increase their ability to think strategically.

Emotional Intelligence in the Work Place

The course will provide an overview of the 4 components of the Emotional Intelligence Model; Emotional Self Awareness, Self-Management, Social Awareness and Social Skills and explore how each component relates to activities in the workplace.

Understanding & Supporting Neurodiversity in the Workplace

This engaging and informative session is designed to help employers, managers and HR professionals better understand neurodiversity and implement inclusive practices across the employee lifecycle.

Encouraging Gen Z to Thrive in the Workplace

This workshop has two distinct aims to first understand what has influenced young people in the UK and their attitude to work and secondly, and more importantly, to highlight and discuss what practical actions can you introduce that will help and encourage them to thrive at work.

Team Building

This interactive fun session focuses will provide and introduction to team dynamics, collaboration, and performance, helping to equip participants with the knowledge and skills to build and sustain highperforming teams. Through practical exercises and discussions, participants will explore key principles of effective teamwork and strategies to enhance team cohesion

Organisational Psychology

This interactive session introduces key principles of Organisational Psychology, focusing on how psychological theories and research can enhance workplace performance, employee well-being, and organisational effectiveness

System Thinking

System Thinking is a holistic approach to understanding complex problems by examining relationships, patterns, and interdependencies within organisations and wider systems. When it comes to managing organisations, many find systems thinking an effective approach, as it sees how different complex entities interact and influence each other and make up the whole system. People who are systems thinkers see "the big picture", and that is what they focus on to maximise performance within the organisation.



For further information: 01524 521223 or Employerhub@lmc.ac.uk

Leadership & Organisational Culture

Culture is critical to all element that provides the foundation for a successfully functioning organisation. There is a famous saying that truly encapsulates the importance of culture "Culture Eats Strategy for Breakfast"(P Drucker). If you would like to learn more about this fascinating subject then this introductory session may be of interest to you.

Appraisal Skills

An appraisal conducted positively will gain the commitment and energy of the employee to move forward with the organisation, delivered badly will demotivate and disengage the most committed staff member.

This practical course will enable managers of teams to prepare and deliver an effective appraisal interview and provide the skills of giving and receiving feedback, including how to handle difficult conversations.

Coaching Skills

Employees are at their most vulnerable during their first 3 months of employment. Research indicates that generally 1 in every 4 employees leave employment during this initial period, which is expensive and detrimental for employers.

Simply put, if employees are supported and valued during their probation period, they are much more likely to stay. The course will help you develop your organisation's Onboarding Plan, from Day 1 Induction and 4-week schedule, through to 1 to 1 coaching sessions.

Train the Trainer

The 2-day Train the Trainer Course provides learners with a really 'hands-on' experience of how to train practically in the work place. The initial morning will focus on how people learn and how that translates into steps of an effective training session. The afternoon and following day will provide the learners with the opportunities to practice these skills a minimum of twice and also learn different training techniques to make their training more interactive.

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Supporting and Engaging a Multi generational Workforce

The aim of this workshop is to demystify the cultural norms of each generation. Identifying why each generation behave in certain way and explore the circumstances that have created that behaviour i.e. the world events, economic conditions, trends, and cultural norms of each era.

With greater understanding of what drives behaviour, the workshop will then explore practical ways in which to engage with each generation and encourage multi-generational collaboration.

Improving Employee Engagement in the Workplace

Research carried out by Gallup over a 50-year period has identified the real benefits of ensuring your employees are engaged, these include, 23% increase in profitability, 18% reduction in labour turnover and 10% increase in customer loyalty. The objectives of this course are to provide the tools to understand and measure employee engagement and then explore the drivers of employee engagement and how to introduce and/or improve their impact within your organisation.

Communication Skills

The course explores what elements prevent teams from communicating effectively and delivering results, using the 5 'Dysfunctions of a Team' model and providing practical solutions to improve the communication.

Employee Relations – Handling Grievances & Disciplinaries

The course will explain the disciplinary process and potential legal pitfalls and work through a number of case studies to provide confidence in handling disciplinary situations in the workplace.

Growth Mindset

Leaders who believe their talents can be developed – through learning, practice, and hard work – have a growth mindset. Those with a growth mindset continuously learn throughout their careers to stay current with the best practices and trends in their industry. They adapt to the changing dynamics of the contemporary workplace, identify opportunities for personal growth, and, most importantly, apply their new knowledge and skills to support the development of their team.

Motivation Skills: How to get the Best from Your Team

Teams who are motivated and engaged in their organisation are more productive, take less sick leave and stay longer.

In this course you will explore the theories of motivation and then identify motivation factors on 3 levels for yourself, for each of your team members and for the team as a whole. Once identified you will explore practical activities to undertake to improve motivation and engagement in your team.

Developing Productive Teams

We have all worked for teams that on paper should be brilliant, but for whatever reason never really deliver their full potential. The aim of the 1-day course is to consider what elements make a truly effective team and then to identify and explore ways in which these elements can be encouraged within your own teams. The elements include areas such as team trust, accountability and fear of conflict and inattention to results.

Application of Leadership & Management Theories

This course will cover past and current theories to help you navigate the complex landscape of leadership and management. The course will support you to build your knowledge and understanding and offer you an opportunity to learn more about the key theories used in business. The aim is to enhance your confidence and understanding of the characteristics and behaviours you can adopt when applying theory to practice.