



BLUE BEETLE PEOPLE
SOLUTIONS

Inspire Leadership

Open Course Programme

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THE INSTITUTE OF
LEADERSHIP
APPROVED

Presented by
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Our Mission

At Blue Beetle People Solutions, we believe in the transformative power of effective communication and leadership.

Why We Exist

We exist to empower professionals to become the best versions of themselves—capable, confident, and compassionate leaders who can navigate any challenge.

How We Operate

We achieve this by creating interactive, highly engaging Face-to-Face and Live Virtual sessions that aren't just theoretical but extremely practical. Whether it's navigating Difficult Conversations or mastering Presentation Skills, our methods are rooted in real-world applications to ensure lasting impact.

What We Offer

Specialising in professional training and coaching, our core offerings include an array of topics such as Difficult Conversations, Coaching, Presentation Skills, and Inspiring Leadership. In addition to this, we provide conference support, comprehensive HR assistance, and individual coaching services, all tailored to meet the unique needs of our clients.

About Blue Beetle



1996

Blue Beetle is created to deliver “Difficult People” training at West Midlands Police



35

Countries where we have delivered face to face or virtual



25+

25 Associates ... we operate an Associate model allowing fast and agile flexibility.



100k+

Learners served*

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*This one is a little bit of an estimate.. but after nearly 3 decades of training programmes, events and conferences, we think we must have surpassed this figure!

Live Case Study

During these sessions we will run live practice with “as real” characters. This is repeatedly identified as one of our most powerful learning tools. Delegates will work in two small groups with two actor/facilitators to deal with situations as explained in the brief.

Delegates do not role-play and instead have to use the skills learnt in a safe and supportive environment.

We will also create Live Case studies based on your business which will look and sound like your colleagues in a variety of Leadership situations. The characters will make plenty of mistakes which will encourage delegates to participate and develop their understanding of the situation and to stimulate conversation toward better practice.

Accreditation

As an additional benefit our courses can be accredited toward an equivalent Level 3, 5 or 7. This does not require an essay or examination, but instead each delegate will take part in a one hour, individual one-to-one with an assessor. During this conversation they will have the opportunity to share personal learning, development and the improvements they have made to their own work. Successful completion will give the Learner the opportunity to add MLoL after their name and give them one year access to IOL online training material. (Ongoing access is available for a separate fee arranged directly with IOL.)



Inspire Leadership

We can add, remove or extend any programme to suit your Learners. Shown below is one sample running order. Each module is delivered in two hour segments allowing study to fit in and around normal work responsibilities.

01

Leader/Manager

02

Coaching

03

Managing
Performance

04

Executive
Communications

05

Difficult
Conversations

06

Leading
Transition

07

HR for
Managers

Leader/Manager

Begin your journey with 'Leader/Manager,' the opening module of our 'Inspire Leadership' series. In a straightforward and approachable setting, explore the essentials of leadership, such as effective team dynamics and where your time is best spent. You'll gain insights into your own leadership style while learning the key factors that motivate both you and your team.

A thoughtful introduction for those new to leadership development, this session sets the stage for the six modules that follow



Coaching

Navigate the nuanced world of coaching in this second module of Inspire Leadership, delivered in three focused parts.

Understand how coaching can elevate team performance and explore practical frameworks like TGROW and CLEAR. Learn what coaching can and cannot achieve in supporting your colleagues.

This session features pre-recorded mini films to tackle common coaching challenges and offers live 1-1 character interactions in the third part to reinforce learning.

We guide you through establishing coaching expectations, handling colleagues who resist coaching, and employing strategic silence for increased engagement—all backed by a supported peer-to-peer learning process.



Managing Performance

Step into the third module of Inspire Leadership, focusing on Managing Performance.

This three-part session equips you with the skills to initiate meaningful performance conversations, whether formal or casual. Learn how to get your colleagues talking, set actionable tasks, and outline clear goals.

Uncover the power and importance of feedback. We'll tackle why it's often neglected and guide you through handling colleagues who may not be receptive. Practical tips on note-taking and creating the right conversational atmosphere are also covered.

The final part demystifies the balance between performance and behaviour. You'll understand how to adjust your management style for colleagues with different expectations, and how to effectively blend praise with constructive feedback for a well-rounded approach to performance management.

This module offers actionable insights into becoming a more proficient manager in performance-related discussions.



Executive Communications

Elevate your public speaking skills with the fourth module in the Inspire Leadership series, Executive Communications. This three-part session is tailored for those who need to run meetings, pitch ideas, or communicate effectively, including in a remote work environment.

The first segment focuses on the art of powerful presentations. Learn how to captivate your audience from start to finish, mastering compelling openings and closings that leave a lasting impression.

The second part delves into audience interaction. Gain practical techniques to encourage engagement, ensuring your audience remains attentive and invested throughout your talk.

The final segment is dedicated to boosting your confidence and resilience. Discover strategies to employ when your mind goes blank or when unexpected issues arise, ensuring you maintain poise and control.

With actionable tips and a focus on real-world applications, this module provides the tools to become a more persuasive and confident communicator.



Difficult Conversations

Progress to the fifth module in the Inspire Leadership series, aptly focusing on Difficult Conversations. This session dispels the myth that difficult conversations are to be avoided, urging you instead to reframe them as essential dialogues that every leader must be able to handle.

In the first part, address what often holds managers back from initiating these crucial conversations. Learn to navigate the discomfort and understand why overcoming the awkwardness is non-negotiable for effective leadership.

The second segment equips you with strategies to broach sensitive or uncomfortable topics. Discover how to manage various emotional responses you may encounter, ensuring the conversation remains constructive.

The final part offers key tools for delivering unwelcome news. From tone and timing to the words you choose, gain a toolkit that helps you communicate effectively, even when the message is tough.

This module is tailored to arm you with the skillset needed to manage difficult conversations with poise and tact, a fundamental attribute for any leader.



Leading Transition

Delve into the sixth module of the Inspire Leadership series, focusing on Leading Through Change. This single-session module addresses the inevitable yet complex nature of change in the business landscape.

Learn how change impacts not only processes but also the people involved. Equip yourself with strategies for delivering unpopular messages effectively and compassionately. Explore the intricacies of the change curve and how it can be applied to real-world situations, helping you and your team adapt more seamlessly.

The session also tackles the challenging scenario of leading change in areas you may not personally agree with. Gain insights into securing input and even garnering buy-in for new initiatives or adjustments.

This module empowers you to lead through change with understanding and efficacy, ensuring you're well-prepared to navigate transitional periods in your organization.



HR for Managers

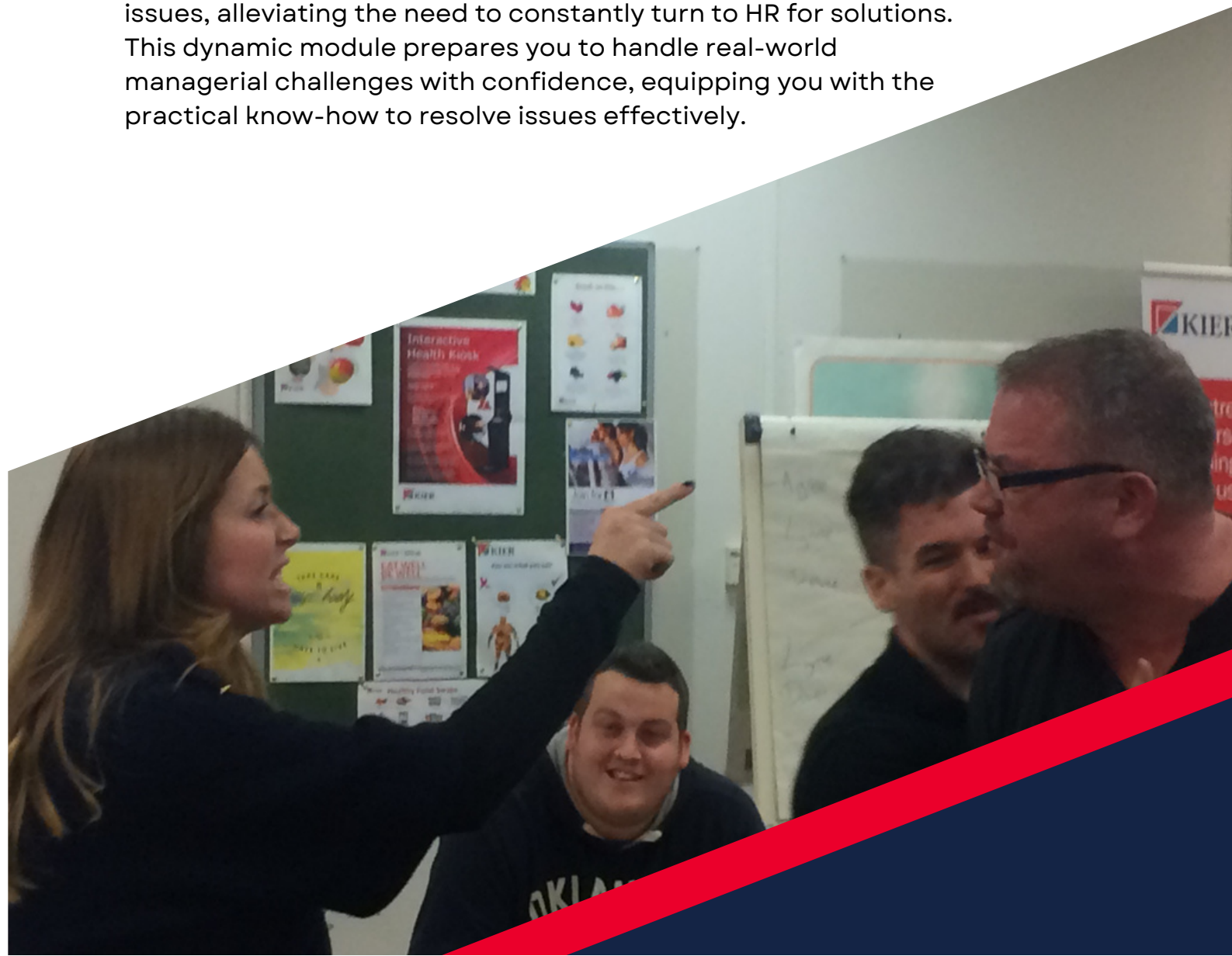
Engage in the final and perhaps most immersive module of the Inspire Leadership series, titled HR for Managers.

Tailored to fit either a 3- or 5-part format depending on complexity, this session plunges you into a live, interactive narrative based on critical managerial events like D&A policies, grievance handling, absence management, and investigations. The course uniquely leverages “real time” versus “training time” to create an authentic, real-time experience.

Participants are tasked with navigating and resolving a series of interconnected incidents, all while adhering to proper HR policies. Designed to be flexible, the focus of this session can be adjusted to target specific areas of concern within your organisation.

This makes it an invaluable resource for HR teams aiming to encourage managers to take greater ownership of day-to-day issues, alleviating the need to constantly turn to HR for solutions.

This dynamic module prepares you to handle real-world managerial challenges with confidence, equipping you with the practical know-how to resolve issues effectively.



Optional

These additional steps should be considered to make the most of your investment in this programme

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> Action Learning Sets

Focused peer groups where delegates can test theories, discuss challenges, and hone their skills. These sets create a cycle of action and reflection, offering real-world application to enhance leadership capabilities.

> Return on Investment

Run a simple closing event to capitalise on new ideas and approaches and add to the bottom line.

> Award Season

A good programme, well delivered, which shows measurable improvement in your Leadership could be ideal for an industry award.



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Thank You

Take a look at this document, see how you feel this may work with you and let's catch up.

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