

## WHAT PEOPLE SAY ABOUT THE PROGRAMME

"I'm heading back to work knowing I'm a positive leader with confident, determined ability."

"Focusing on strengths, working with my mentor has given new hope and insight."

"Gently challenging with appropriate support in a wonderful environment. I grew in all respects."

"I now see myself in a more positive light and recognise my achievements"

"I now feel able to tackle challenging areas at work with renewed vigour and a different approach."

"Spring Forward really makes a difference!"

"It's provided me with the space to focus on where I am heading, where I want to be."

## ARE YOU MAKING THE MOST OF YOUR TALENTS?

### NEED MORE ENERGY OR MOTIVATION TO KEEP GOING?

### HAVE YOU LOST YOUR WAY?

Spring Forward will offer you an opportunity to gain confidence and consider your direction.

You may be:

- ✓ Feeling inspired and ready for a new challenge
- ✓ Living/working with a particular situation/issue or question
- ✓ Needing a push or motivation to keep moving forwards
- ✓ Not sure what you want to do next and assessing options
- ✓ Needing support to encourage you
- ✓ Feeling isolated or stuck

Whatever your situation, Spring Forward can propel you into the future more positively.



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Leadership Development  
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Sept. 2 & 3: Workshop I  
Dec. 2 & 3: Workshop II

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## WHAT IS



Spring Forward is a new and innovative development programme for those already in a management role or who are moving in that direction.

It enables participants to:

- ✓ take a **fresh look** at their career
- ✓ set **new, realistic goals**
- ✓ become more **energised** for their work
- ✓ understand how **culture and managerial issues** influence communication and motivation
- ✓ find **coaching and mentoring** support to match their aspirations
- ✓ be more **positive & self-motivating**

## WHO IS IT FOR?

It's for people who may have found that traditional training, focusing on technical skills, hasn't delivered what they need to step up to the next level.

It's for you if you want to continue and deepen progress on your career and personal development. It will give you a greater sense of self, an awareness of where you want to go and the confidence to make that happen, in a supportive and balanced way.

Powerful tools and techniques will give you a crucial advantage in breaking through barriers, gaining career success, achieving your full potential.

## WHAT'S INVOLVED?

Spring Forward is a three-month programme consisting of:

- ✓ Event 1: two active & creative days
- ✓ Individual project work (3 months)
- ✓ Event 2: one and a half days capturing the work done in projects and springing further forward
- ✓ Challenging and inspiring visiting speakers
- ✓ Coaching & mentoring support
- ✓ Spring Forward Programme Pack:-
  - ✓ Personal log & workshop materials
  - ✓ Self study materials
  - ✓ Relaxation/Visualisation CD
  - ✓ 'Springing Forward' by Gina Harris & Lisa Edwards.

## WHAT'S YOUR INVESTMENT?

€650 plus VAT.

## CREATIVE WORKSHOPS

Spring Forward brings powerful, creative development tools into the business world. Delivered within a structured training framework these enable you to harness your extraordinary abilities. Work with these tools to recognise and develop:

- ✓ Motivational forces that drive you
- ✓ Your strengths and successes
- ✓ Your positive leadership traits
- ✓ Communication patterns
- ✓ Your inbuilt mentors and coaches
- ✓ Support networks that work for you
- ✓ Values that guide you
- ✓ Goals to challenge and stretch you

## BENEFITS TO INDIVIDUALS AND THE ORGANISATION

Spring Forward programmes are tailored to meet current needs so participants achieve their unique blend of career and personal results:

### The benefits are:

- ✓ Better communication in teams and between individuals
- ✓ Improved performance as stress levels are reduced
- ✓ Individuals take more responsibility for their own development
- ✓ Clear goals are set for development
- ✓ More positive leadership
- ✓ Participants initiate more solutions
- ✓ More people put themselves forward for promotion and move into higher positions
- ✓ Broader focus on team and department needs
- ✓ Concrete contributions to policies and processes or new initiatives developed from project work



"I now have a much greater understanding of where my development challenges are. Even better I now have tools and techniques which enable me to progress and achieve in my everyday life. Unlike so many training courses, this one has really made a difference"