



Supporting You & Your Business Remotely

Helping organisations get to where they want to go, one behaviour at a time



Ensuring you're ahead of the game

Since the beginning of March our lives have dramatically changed. Each of us is beginning to confront at speed the most significant behavioural change challenges at work and at home in a generation.

In response to our changing world and to best support you to make sense of leading effectively in this new working environment and stay organisationally and emotionally healthy, we have put together the following special series of virtual and online blended support packages.

We will continue to add to these titles in the coming weeks as we gather more feedback from our clients as to what they are experiencing and where we can offer our best support.

We are also tailoring solutions to support partnering clients who are finding themselves at differing stages of their organisational journey and would welcome exploratory conversations if you have identified a specific need.

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Support for Leaders & Managers

Supporting individuals to lead in
this time of intense uncertainty
and change



Instant response coaching for leaders and managers

Focussed 1-to-1 coaching for leaders in helping them navigate and lead the challenges they personally face over the next 4 months

Format:

- Virtual face to face session
- 90 minutes per fortnight
- 5 one-to-one sessions over the next 4 months
- Inclusive of a personal diagnostic tools

Support for Leaders & Managers



Manager as coach

An interactive online workshop which guides managers through the foundations of coaching; equipping them to have highly effective remote coaching conversations with their team/s to deliver against the challenges they are currently facing.

Format:

- Delivered through small live online group sessions with a t-three facilitator
- 2 hours per week over four weeks



Facet5 feedback and coaching delivered by t-three

Delivered by an accredited t-three coach, this single session will provide your managers with personal insights around their natural behavioural preferences when faced with high levels of ambiguity and change. For example:

- how do I naturally respond to stress and identify risk?
- how do I show up remotely?

- how do I effectively plan ahead for the future and lead my team through change whilst working remotely at home?

The session results in a clear personal action plan for each individual which will support them to respond to the unpredictable challenges they will face over the next 6 months

Format:

- One 2.5 hour online one-to-one insight and planning session with an accredited Facet5 coach

Targeted Impact Modules #1

Targeted impact modules which can be implemented immediately. We can also offer options to upskill People, HR & L&D teams to deliver content internally.

Each module includes:

- e-mail briefing to engage participants and get them thinking about the challenges they need to personally tackle
- 3 hour interactive virtual workshop to equip participants with the core vital skills
- One practical apply challenge to complete after the session
- Regular supporting nudges and practical tips over 90 days

Topics Covered:

Leading in the Virtual World

A supportive and practical package designed to help leaders manage themselves whilst operating in a virtual working environment.

Managing Performance Remotely

A supportive and practical package designed to help leaders manage performance of their team whilst operating in a virtual and physically remote working environment.

Sprint, Marathon, Sprint

A supportive and practical package designed to help leaders navigate and manage crisis, remain productive and get ready for rapid re-entry.

Breathing Space – Stop, Pause and Plan

A supportive and practical package designed to support leaders' emotional health and provide a space to breathe, take stock of and plan for the time ahead.

Targeted Impact Modules #2

Targeted impact modules which can be implemented immediately. We can also offer options to upskill People, HR & L&D teams to deliver content internally.

Each module includes:

- e-mail briefing to engage participants and get them thinking about the challenges they need to personally tackle
- 1 day interactive virtual workshop to equip participants with the core vital skills
- One practical apply challenge to complete after the session
- Regular supporting nudges and practical tips over 90 days

Topics Covered:

Leading Change Remotely

A practical workshop designed to support leaders in executing their change plans in a virtual and physically remote working environment.

Disrupt and Innovate

A practical workshop and follow on package designed to support leaders to use this opportunity of disruption to innovate and transform their way of working and their team.

A black and white photograph of a hand holding a tablet. The tablet screen shows a video conference with five participants in a grid layout. The participants are smiling and appear to be in a collaborative meeting. The background is blurred, showing what looks like a desk or office environment.

Support for Teams

Supporting teams to redefine what they need to deliver and how they will effectively implement the plan remotely as a collective in the coming weeks and months



Team and Group Coaching

Covid-19 has driven intense change and uncertainty into each of our organisations and will continue to do so over the coming months. With this being our new 'working normal' for the foreseeable future, it is has never been more crucial to motivate and manage teams for success.

The team coaching package will support a team to quickly come together and respond to the changing challenges ahead, ensuring all members of the team have a clear and collective focus and a plan around how they will effectively execute remotely.

Format:

- Online face to face session
- 90 minutes per fortnight
- 5 sessions over the next 4 months
- Inclusive of a personal diagnostic tools.



Ready to Go

Delivery Packages for HR & L&D Leaders

Supporting teams with People, HR & L&D responsibilities to quickly and effectively support internal colleagues remotely.



Facet5 Accreditation

The Facet5 accreditation equips members of your People / HR / L&D teams to provide virtual support to your colleagues now working remotely. The adapted virtual accreditation equips participants with the ability to feedback individual and group Facet5 reports which in return will support your colleagues to effectively manage the way they:

- Respond to stress and change
- Engaging and consult with others remotely in your business
- Set goals remotely and make decisions
- Manage their work and commitments whilst working from home

Format:

- 2 day online accreditation mixing with HR professionals from other businesses



ILM Coaching Accreditation

There has never been more of a need to support colleagues through the challenges that they are facing. The ILM coaching accreditation will equip your People / HR / L&D teams or managers to become an ILM accredited coach.

Importantly a core focus will be upon how to coach individuals and teams remotely, focusing upon key vital coaching areas such as change and resilience.

Format:

- Delivered through small live online sessions with a t-three facilitator
- One-to-one remote support

Train the Trainer

One of t-three's core values has always been around designing unique programmes that fit the exact needs of our clients.

Fundamental to this is transferring skills and methodologies so our clients are equipped to run interventions with their colleagues internally.

We have therefore additionally packaged all the interventions

listed in this pack along with Train the Trainer webinars so your L&D team are able and confident to run each session.

If this is something you are interested in exploring further, or if you have something else on your mind that you need support with then please do call.

Virtual Delivery

How we are expanding our virtual delivery offering to meet the change in work environments.

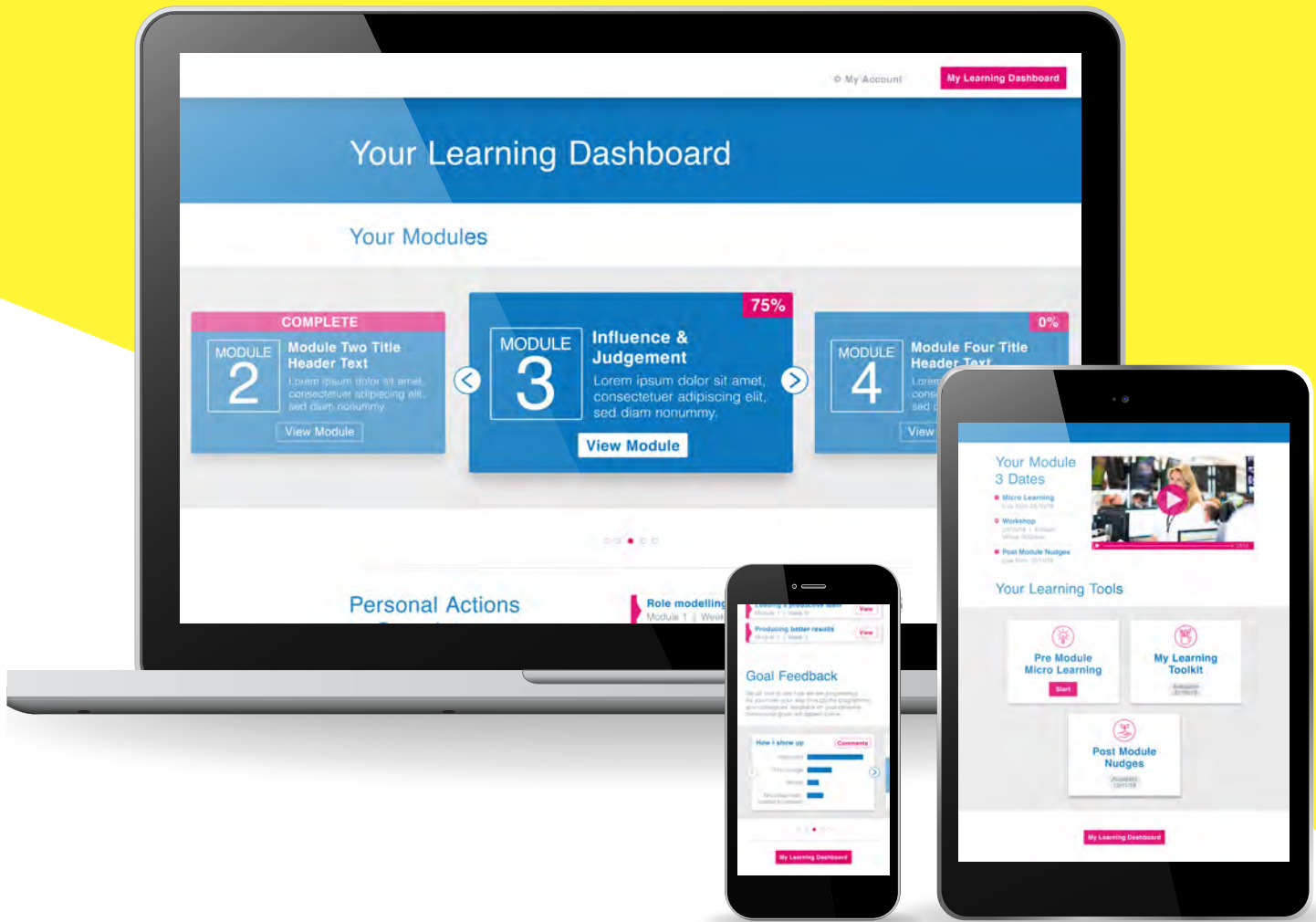
At t-three we have been successfully using technology to deliver virtual learning sessions across a number of topics and activities for many years.

In response to this sudden change to working environments, we have worked hard over the last 10 days to identify with clients existing programme content that can be redesigned for virtual delivery and new topics (featured above) that are critical for this moment in time.

Our virtual content and delivery follows our design methodology of Provoke, Plant and Practice, with

a focus on the user experience to ensure that sessions are highly interactive, engaging, practical, memorable and actionable.

We are delivering our virtual sessions through Microsoft Teams or Zoom and will make a recommendation for which we believe is best suited for the group size and content. If however, you have a particular preference towards other platforms, we are of course happy to look at accommodating these.



Our unique blended learning methodology

The methodology we use has been developed according to what our clients are looking to achieve in their organisation, and is designed to get your leaders practicing skills, committing to behavioural goals and putting them into action.

The quicker and more frequently a leader can take a new tool, apply it to a real-life situation and dissect their performance through goal mentor feedback, the quicker a new skill becomes a habit.

Organisational change occurs when the behaviour of individual leaders changes. It starts here, by working with your leaders on adopting the habits that will make your business successful.



t-three.com

Got something else on your mind that
you need help with? Email us at:

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