

Promoting Excellence

# Growing and Nurturing Your Own Talent 2024-25



**A new series of short, cost effective, flexible and tailored online courses to meet a wide variety of individual and group CPD needs.**  
**Bespoke: may include the online training with options to include face to face elements – you decide.**

N.B. Enhances and supplements our face-to-face training, NOT replacing.

### **In essence we provide...**

- Deeper and more specialist courses to improve and consolidate particular aspects of personal/group development.**
- Bespoke to individual organisations**
- Online PowerPoints with interactive trainer commentaries and timings for individual course modules to suit CPD opportunities**
- Variety of resources, and delivery methods, including TEAMS**
- 'Ask the expert' – what will suit your needs? We can advise.**
- Certification upon completion of a course**

Tutorial support and guidance is offered as an extra service

### **What is on offer?**

30+ sets of web-based resources as **short courses with modules** which individuals or groups can use to enhance their CPD.

### **Menu of Courses:**

1. Managing Difficult Conversations
2. Managing Performance – including scenarios, legal frameworks and formal procedures
3. Managing Appraisals – excellent practice
4. Critical Incidents – handling them effectively
5. Conflict Resolution and Mediation
6. Self-confidence and Assertiveness
7. Resilience – surviving and thriving
8. Emotional Health and Well-being
9. Self-awareness and Understanding - including Emotional Intelligence
10. Influence and Influencing Skills – having a positive impact
11. Coaching and Mentoring Skills
12. Communication Skills – including giving feedback
13. Strategic Leadership / Problem Solving / Decision Making
14. Ethical Leadership
15. Authentic Leadership – who would wish to be led by you?
16. Building Winning Teams
17. Leading and Navigating Change
18. Project Management
19. Time Management and Prioritisation
20. Delegation and Empowerment – getting the best out of others

## Benefits of this approach:

- Flexibility and Accessibility for organisations, teams and individuals i.e., they can be accessed at convenient times
- Online resources can be used again and again so **great value for money**
- Demand led
- Enhanced CPD designed to meet specific and identified needs i.e., appraisals training, line-manager observations and individual requests
- Opportunities to collaborate with other organisations in sharing best practice
- Choice and options – each organisation can take a 'pick 'n mix' approach
- Extra support to meet specific needs



### Contact:

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## Menu Continued...

21. Working with Governors
22. Talent Management and Succession Planning
23. Creative and Entrepreneurial Leadership
24. Creating a Vision, Mission and Ethos
25. Team and Organisational Climates
26. Knowing and Motivating your Staff – including values and motives
27. New Beginnings - especially for new leaders and those new to role
28. 360° Personal Feedback Reports and 1:1 Coaching
29. Selection and Recruitment – including interview techniques
30. Subject and Curriculum Leadership

### NB

This list is not exhaustive, specific modules can be designed on request e.g., Emotional Self-control: Keeping cool, calm and collected in difficult situations etc.

### Quotes

*"A flexible and creative approach to CPD".*

OFSTED Inspector

*"We have piloted some of Promoting Excellence's short courses and extra resources. They are very useful and practical".*

College Deputy Principal