

New To Experts

100 Days to Make You Brilliant Programmes

Our approach

Our 100 days to make your people brilliant approach is designed with lasting change in mind.

When you invest in developing your people, it's because you want to make a difference to individuals and the organisation; you want both your people and the organisation to grow. We believe in creating a lasting legacy in your organisation through our **bespoke training** and **coaching** programmes.

Bespoke: We recognise the needs of your organisation and people are unique to you.

Training: We believe that combining proven theories, tools and techniques with experiential exercises enables a change in perceptions. This method encourages reflection through peer to peer review and provides the environment for real learning. We will facilitate the learning based on the participants anecdotes, where individuals are encouraged to link the learning back into the workplace. We want to engender accountability and collaboration thus creating the high performing teams you desire.

Coaching: It is this 1:2:1 follow up that will embed the learning and support your individuals to reach their goals. Change, whether individual or organisational takes time, our 100 day approach supports you through that change, providing challenge and maintaining focus on the goals.

Step 1: Initial **CONSULTATION**, so that we better understand the requirements of you and your organisation. We will ask thought provoking questions to fully understand the purpose of your organisation and how you want your values to be brought to life during the programme.

Step 2: We **DESIGN** a training and coaching programme based on the needs of your individuals, aligned with your purpose and values. We sense-check the programme with you, agree that we are ready for the initial training, and deliver the initial dates.

Step 3: **DELIVER** the programme to an agreed schedule. Our facilitators are highly experienced coaches who are passionate about enabling people to fulfil their true potential. Our focus is ensuring the participant has the best learning experience possible.

Step 4: Once each module is delivered we will follow up with **COACHING** to support and enable the individuals to embed the learning. It has been proven that to learn something new you need 20 hours of practice. Our coaching will be the kick start to that, backed up by action plans where peers will hold each other to account to ensure the participants put the learning into action in the workplace. The ongoing support is designed with your needs in mind, and can be delivered remotely, in person, 1:2:1 or in groups.

EVALUATE: We will evaluate the programme through each iteration to ensure real return of investment. We want a partnership with you to support you and your people in achieving yours and their inspirational goals.

Bespoke performance programmes to unlock your organisation's potential

New To Experts

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The logo for 'New To Expert' is presented on a grey square background with a white border. The text 'New To' is in a white sans-serif font, with 'New' and 'To' on the same line. Below this, the word 'Expert' is written in a larger, bold, white sans-serif font. A small, stylized orange and white graphic element is positioned in the top right corner of the square.

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