



D4S Summer Programme - 2021

The D4S Summer Programme provides a series of short, imaginative and engaging sessions which are accessible to everyone. With prices ranging from just £50 per participant⁽¹⁾, each short session is delivered online so that participants can join from anywhere.

Our sessions explore a wide range of relevant topics and are designed to be valuable for people and organisations regardless of industry sector or scale. Many of our sessions this year tackle challenges arising from remote working or the return to office working.

Booking is easy – simply contact the D4S Programme Team to make an inquiry: programmes@designed4success.co.uk

*Also have a look at our Espresso Sessions – in just 20 minutes we'll introduce a current challenge or opportunity, throw in a novel idea or some contemporary research, and finish off with a practical action or solution that could really make a difference. Run early morning on the third Wednesday of each month, these little bursts of enlightenment are **completely free of charge** - just register for the events up to a month ahead. Places are limited so early booking is recommended. Book online at: www.designed4success.co.uk/espresso-sessions*

PROG	TITLE	OUTLINE	PROG ID	GROUP SIZE	DURATION	COST / PARTICIPANT ⁽¹⁾
1	Wired for caution, built for courage	<p>Sometimes, being authentic to your true self takes courage. Speaking out, doing what's right, challenging others or just making a stand can all cause feelings of vulnerability which get in the way of how we really want to behave and act. Participants will:</p> <ul style="list-style-type: none"> • <i>Understand what gets in the way of us being our authentic, best selves at work</i> • <i>Recognise vulnerability as the emotion we feel during times of uncertainty, risk, and emotional exposure</i> • <i>Understand why courage to be ourselves at work requires vulnerability</i> • <i>Learn how to cultivate a habit of bravery, choosing courage over comfort</i> 	KA-1	6 – 12	60 mins	£50
2	Made differently – playing your part and sharing your story	<p>Diversity and Inclusion has never been more important than it is today; organisations are recognising the value of individual and collective differences. So how can you create a team culture where everyone feels safe and confident to: speak up, share their story, ask questions and challenge biases. Participants will:</p> <ul style="list-style-type: none"> • <i>Understand the key components required to create feelings of psychological safety within their team culture</i> • <i>Explore and practice in a safe environment the language required to ask questions which they've never felt comfortable to ask before, share stories which they've never felt safe to share before</i> • <i>Consider how they can play their part in truly embedding a culture of D&I within the culture of Baillie Gifford</i> 	AS-1	4 – 10	90 mins	£90

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3	Making an Impact (Forum Theatre)	<p>Making the right impact in your work environment can build your confidence. So what personal impact do we want to make? With the help of two professional actors, we'll explore what it takes to make an impact. Our actors will play out a conversation between a manager and a report where some positive feedback lands badly. What can the actors change in their language, tone and body-language to get a better outcome? A fun and quick-moving actor-based session that will raise awareness of the building blocks of Making an Impact. Participants will:</p> <ul style="list-style-type: none"> • <i>Learn through observing actors recreate work-based situations.</i> • <i>Understand how small changes to body language, pace, tone and language can create different outcomes for our conversations.</i> • <i>Learn practical skills to enhance their own personal impact</i> 	IC-1	6 – 10	90 mins	£180
4	Debunking Learning Styles – made to learn	<p>For years we've been told that people have preferences for learning new knowledge, skills or behaviour in a particular way, based on their predominant "learning styles". However, recent advances in neuroscience show that this is a myth and doesn't stand up to scrutiny. So what's the real science of learning, and how do we learn most effectively?</p> <p>This session will help participants:</p> <ul style="list-style-type: none"> • <i>Explore the neuroscience around learning</i> • <i>Understand the importance of un-learning</i> • <i>Understand the factors that most impact their capacity to learn</i> • <i>Identify hints and tips on how to optimise their learning</i> 	MZ-1	6 – 12	60 mins	£50

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5	Building your personal brand	<p>Your personal brand is what others say about you when you are not in the room. We all have a personal brand whether we are aware of it or not. The part we miss is being <i>intentional</i> about our personal brand – knowing what it is and making sure it’s projecting our authentic selves and achieving the desired impact.</p> <p>In this workshop you will:</p> <ul style="list-style-type: none"> • <i>Learn the 3 elements that make up a personal brand</i> • <i>How do identify these 3 elements in yourself</i> • <i>How to communicate your brand to others in a way that’s authentic to you</i> 	MA-1	6 – 12	90 mins	£75
6	Connecting in teams	<p>Growth and increased remote working provide greater opportunities for people to work across blended and virtual teams. This workshop is designed to help you develop the skills of ‘teaming’; how to rapidly connect with, communicate and work interdependently with others whether in the office or from home. Participants will learn how to:</p> <ul style="list-style-type: none"> • <i>Build connections and establish themselves quickly</i> • <i>Make positive contributions and voice their opinions</i> • <i>Ensure diverse perspectives are communicated and heard</i> • <i>Engage with openness and curiosity</i> 	ST-01	4 – 12	90 mins	£75

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7	Getting to the 'Art' of the matter – solving problems through art.	<p>Art in business has the potential to unleash creativity, reveal new patterns and relationships, and help people visualise problems and future outcomes. As well as being fun it delivers new insights and perspectives to business challenges which cannot always be answered by logical, rational and scientific thought. In this workshop we ask participants to apply a creative approach using drawing to explore an existing challenge. Participants will:</p> <ul style="list-style-type: none"> • <i>Understand how visualisation and re-expression helps develop ideas and solutions</i> • <i>Use drawing to visually express their situation and the desired outcome</i> • <i>Explore techniques to uncover solutions, and leave with an action plan</i> 	AR-1	4 – 6	90 mins	£150
8	Who said you're not creative?	<p>Contrary to popular belief, there is no single type of 'creative person'. The most recent research has shown that everyone is made creative; we just need to know the conditions to enable it. This session will redefine the way you think about creativity and give you the tools to be able to think creatively no matter who you are.</p> <p>In this session, participants will:</p> <ul style="list-style-type: none"> • <i>Understand the four stages of the creative process</i> • <i>Recognise and enable natural creativity in their day-to-day activities</i> • <i>Identify their preference in thinking, and equip themselves with the right tools to think creatively</i> 	SD-1	6 – 12	60 mins	£50

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9	Creating a healthy work pace	<p>Some level of home or remote working is likely to be with us for a while, and whilst it might not always involve the challenges of home-schooling and social isolation it will still be more difficult to separate the different aspects of our lives. The lines between personal life and work-life blur and it becomes increasingly difficult to switch off and remain focused and motivated.</p> <p>This programme will help participants:</p> <ul style="list-style-type: none"> • <i>Recognise and understand how they feel about working from home</i> • <i>Establish good boundaries to create structure</i> • <i>Set a pace that matches their physiology</i> • <i>Create daily habits to balance competing demands</i> • <i>Use the science of habits to make them stick</i> 	BH-1	4 – 12	90 mins	£75
10	Learning to manage your emotions (with skill)	<p>We often see emotions being expressed in unhelpful ways in the workplace. But how can you recognise what's going on inside yourself and others, so that you can consciously make a choice about how you want to respond? This workshop will provide you with a tool to help you recognise emotions in yourself and others, enabling you to make positive choices about how you respond.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • <i>Be able to understand what is driving some of the emotions</i> • <i>Be able to recognise unskilful presentation of these emotions</i> • <i>Learn how to choose their response rather than reacting automatically</i> 	RN-1	6 – 12	90 mins	£75

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11	Energise yourself	<p>The last year has taken a huge toll on our natural levels of energy and resilience – most of us are more exhausted now than we’ve ever been in the past, and with good reason. Wouldn’t it be great to just plug yourself in to a “fast charger” and give yourself an immediate to boost?</p> <p>This short session will help participants:</p> <ul style="list-style-type: none"> • <i>Recognise the early warnings that indicate “low battery”</i> • <i>Understand the three elements within our control that create energy when we’re exhausted or depleted.</i> • <i>Create daily habits that help maintain energy and resilience</i> 	KA-2	6 – 12	60 minutes	£50
12	I appreciate the Inquiry	<p>When people get stuck, the emphasis is often on "problem solving" which can constrain truly creative thinking and innovation. This workshop focuses on the use of Appreciative Inquiry (AI) as an approach to building social connection and encouraging self-determined development. Participants will:</p> <ul style="list-style-type: none"> • <i>Learn the basic principles of Appreciative Inquiry.</i> • <i>Understand how AI can be applied in a work context</i> • <i>Apply the principles of AI to their own personal development goals and start to create their own development plan</i> 	MZ-2	6 – 12	90 mins	£50

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13	Made for the future – how to future-proof your reputation	<p>We all have a reputation based on other people’s experiences with us. In order to truly understand the impact you have on those around you, it’s important to consider what influences your behaviours. Have you ever asked yourself if the reputation you hold is the reputation you need in order to achieve the career you’re looking for? Participants will:</p> <ul style="list-style-type: none"> • <i>Understand what happens in the brain that influences behaviour</i> • <i>Explore their current reputation vs the reputation they desire</i> • <i>Understand why a growth mindset / positive attitude to continual learning is vital to future proof their reputation</i> 	AS-2	4 – 8	60 mins	£75
14	Learning to juggle	<p>How do you cope in the chaos of working remotely, dealing with partial home schooling, dogs barking, door bells ringing and partners working from home too. We will explore how to make this work, how to set boundaries and create habits that promote well-being.</p> <p>Participants will learn how to:</p> <ul style="list-style-type: none"> • <i>Make time and boundaries work for them</i> • <i>Create rules to balance work and personal life</i> • <i>Build habits of personal wellbeing that maintain health and wellness</i> 	RN-2	6 – 12	90 mins	£75

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15	Influencing Powerfully	<p>The ability to influence others is a critical driver of career success regardless of your role or seniority in the firm. You may not realise it, but we each have a “default” influencing style that works really well sometimes, but which at other times may not be as effective. One of the main reasons for failing to influence is using the wrong style for the situation.</p> <p>In this workshop you will:</p> <ul style="list-style-type: none"> • <i>Identify your “default” influencing style</i> • <i>Learn about the other 3 influencing styles and how to use them effectively</i> • <i>Understand when you should use each of the influencing styles to</i> 	MA-2	6 – 12	90 mins	£75
16	Creating stories	<p>Stories help us make sense of the world; telling stories and appreciating them from others is part of our hard-wiring. This session is an introduction to the skills needed to construct a short, compelling story to help share business messages and communications. Working in small groups participants will create their own story on themes such as ‘Making Sense of Change,’ ‘Returning to Normal’ and ‘A Future of Hope.’ Participants will:</p> <ul style="list-style-type: none"> • <i>Understand how stories, storytelling and making patterns, is hardwired into us</i> • <i>Understand how by making an emotional connection with the audience we can make our stories more powerful and more memorable</i> • <i>Learn the skills of building effective narrative and of effective storytelling</i> 	IC-2	4 – 9	90 mins	£100

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17	Motivation reboot	<p>The last year has challenged people in different ways. We've had to deal with significant change and new ways of working and it is likely that that there will be continued uncertainty ahead. In order to resource ourselves, we need to reconnect to what inspires us, what motivates us and our inner sense of purpose. By understanding and tapping into what drives us can we stay engaged, productive and creative, ready to seize the opportunities that the future brings. Participants will:</p> <ul style="list-style-type: none"> • <i>Understand the four principal types of motivation</i> • <i>Identify their values and personal motivational drivers</i> • <i>Understand the brain's natural 'seeking system' and how to use this to enhance motivation</i> • <i>Develop practices to avoid the four most common motivation traps</i> 	ST-2	4 – 12	90 mins	£75
18	Tiny Habits to Thrive	<p>Building greater resilience and adaptability needn't involve major changes to lifestyle or working practices. Behavioural science shows us that identifying and adopting tiny habits can be a highly effective in changing existing patterns and behaviour.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • <i>Understand the science of habits and how to make them stick</i> • <i>Identify where new habits might help them thrive</i> • <i>Learn how to create their own tiny habits to make a big difference</i> 	BH-2	4 – 12	60 mins	£50

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19	Great minds think differently	<p>It's becoming clear that cognitive diversity can offer extraordinary benefits to teams in their work. However, simply assembling a cognitively diverse team isn't enough; we need to harness the differences to stretch our pool of knowledge, unlock different perspectives and amplify our learning from one another.</p> <p>In this session, participants will:</p> <ul style="list-style-type: none"> • <i>Understand what cognitive diversity is (and what it isn't)</i> • <i>Recognise the dangers when cognitive diversity is poorly managed</i> • <i>Learn how trust, emotional intelligence and constructive conflict contribute to the successful application of cognitive diversity</i> • <i>Learn some simple techniques for inspiring cognitive diversity in their work and teams</i> 	SD-2	6 – 12	60 mins	£50
20	Making mole hills out of mountains	<p>When it comes to goal setting, everyone wants to achieve their goals, but sadly, only a small percentage of people actually achieve this. A study found that as high as 92% people who set New Year resolutions fail to achieve them. This workshop develops an understanding of why goals fail, and introduces participants to a model which increases their chances of success.</p> <p><i>Participants will:</i></p> <ul style="list-style-type: none"> • <i>Understand the key factors which limit us achieving our goals</i> • <i>Explore practical techniques which increase positive outcomes and apply these to a goal setting</i> • <i>Consider a personal goal to create a road map for success</i> 	AR-2	4 – 12	60 mins	£50

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21	Meeting Mastery (how to make yourself more influential in meetings)	<p>Who wouldn't want to be more influential in meetings? Whether you're a meeting chair-person or an attendee, everyone can make a difference to the outcome. This short programme will introduce to some key tools that will help you make a difference to all your contributions at meetings.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • <i>Understand the 12 most influential meeting behaviours</i> • <i>See these behaviours in action</i> • <i>Have a chance to try out the influential behaviours and change how they operate during meetings and conversations</i> 	RN-3	6 – 12	90 mins	£75
22	Think positive	<p>This session is designed to dig into the inner voice(s) we all have, and how they can influence our learning pathways. We explore how the tone, language and habits of our inner dialogue can be misguided and how to replace unhelpful inner dialogue with new ways of thinking.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • <i>Understand how to tune into our inner voice(s)</i> • <i>Explore the influence of our inner dialogue on how we learn</i> • <i>Understand how to replace unhelpful patterns of thinking with more useful ones to enhance our learning pathways</i> 	KA-3	6 – 12	60 mins	£50

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23	Managing Change	<p>We are all experiencing a period of significant change, and people respond in many different ways. In this short session, we will explore the change process and share some practical tools and techniques to engage with change and ambiguity to influence outcomes.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • <i>Explore the change journey and typical responses to change</i> • <i>Explore tools and techniques to assess the human impact of change and lead others successfully through the change process</i> • <i>Understand and influence the common behaviours, disciplines and principles required to deliver successful change</i> 	ML-1	6 – 12	60 mins	£50
24	Reflective practice for Leaders	<p>Many of us are experiencing an ever-increasing pace and pressure in our daily lives. This workshop is an opportunity to explore reflection and reflective practice to create some space and time to choose how we might respond effectively. Participants will:</p> <ul style="list-style-type: none"> • <i>Explore the role of reflection in facilitating learning</i> • <i>Experience some techniques for self reflection</i> • <i>Understand the benefits and value of reflective practice</i> 	ML-2	6 – 12	60 mins	£50

(1) Final cost per participant will vary depending on number of participants. Price shown reflects cost per participant in maximum group size.

For more information on the D4S Summer Programme please contact programmes@designed4success.co.uk or call +44 (131) 357 0369