

# ENHL – EN:lighten Programme

Partnering with you to deliver a coaching culture

# Introduction to Fields of Learning: Who you'll meet



Jacquie Fairbrass



Kim Foster



Sue Macmillan



John Fairbrass



Managing Director



Richard Tarran

Michelle Bayliss & Rebecca Naegeli



Operations Team

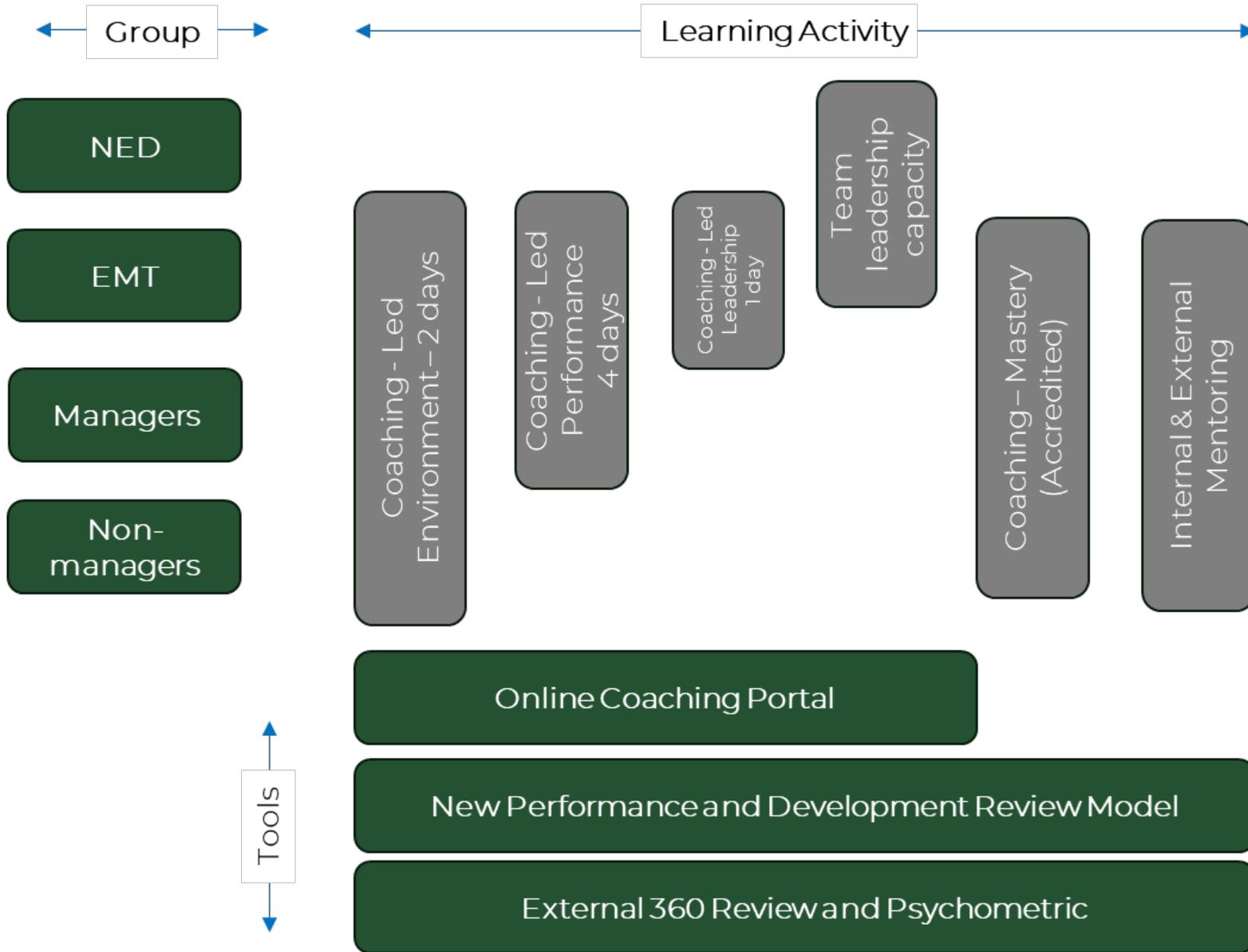


# How do you feel about what you have heard so far?

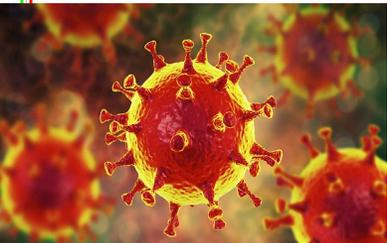
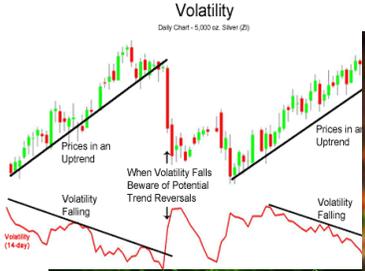
33 responses



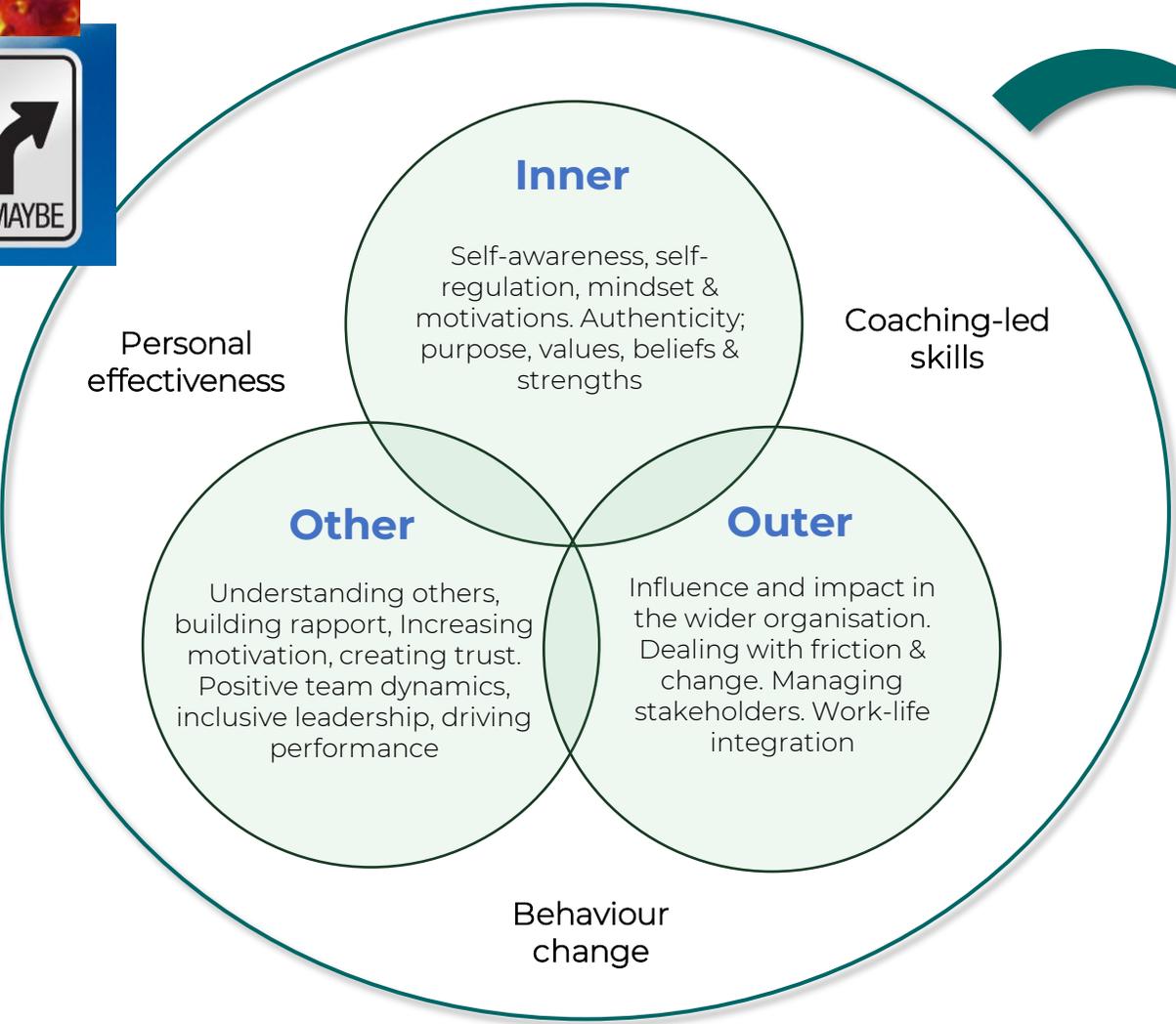
# Enhanced Coaching Model



# Our coaching-led programme ethos



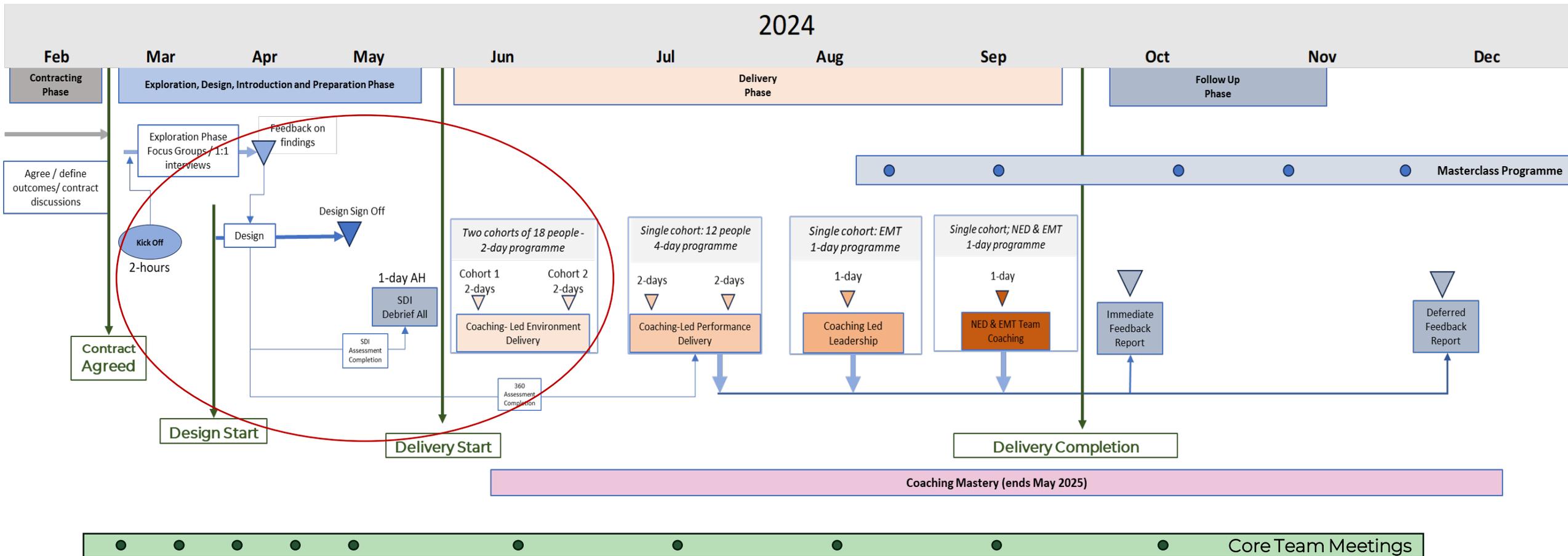
A VUCA environment



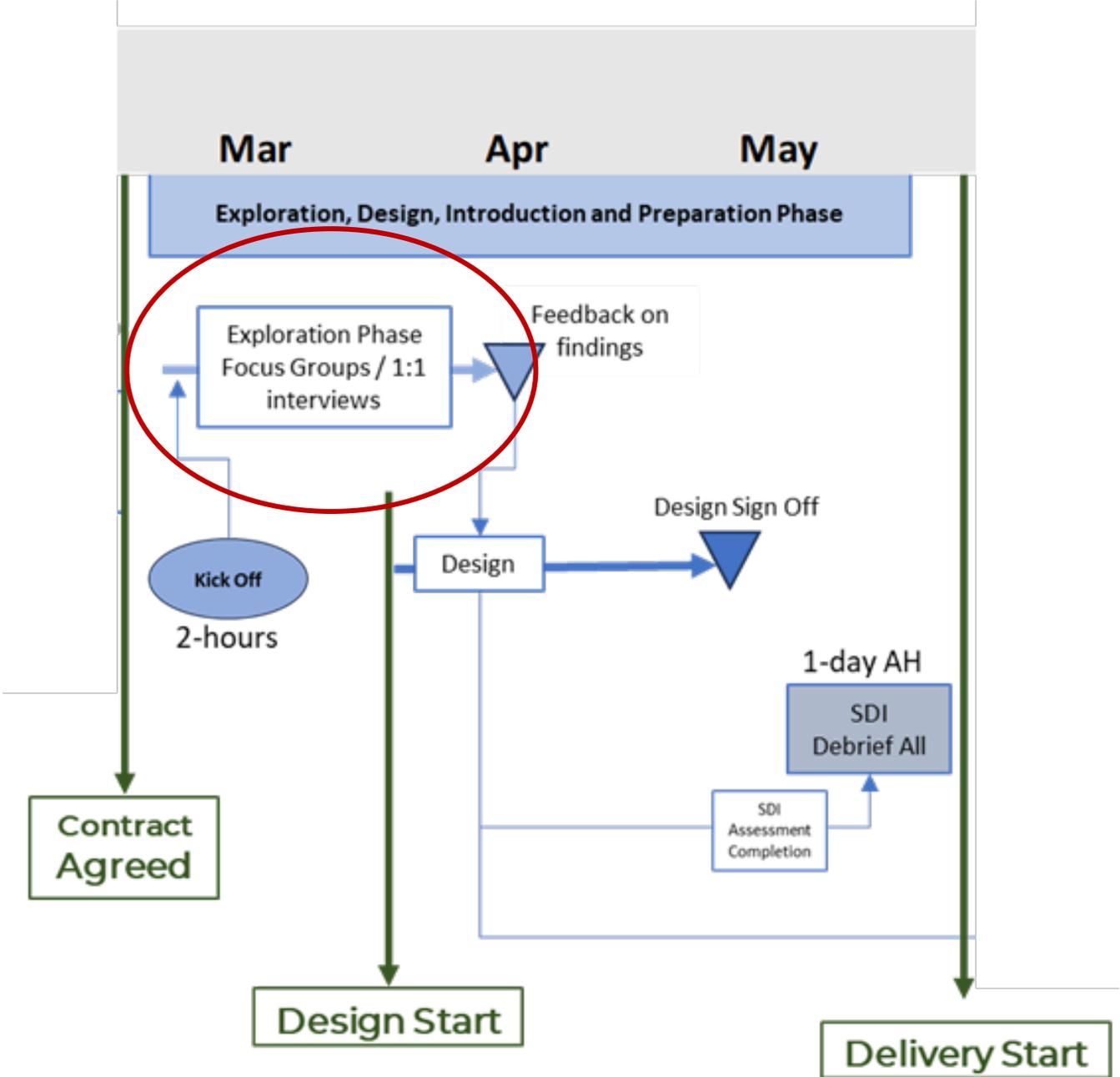
**Freedom within a framework**

An empowered, engaged, aligned and committed organisation where staff feel psychologically safe, are ready to stretch themselves and are motivated about the value they contribute.

# Overall Programme Delivery Plan:



# Exploration, Design, Introduction and Preparation Phase:



# Interviews & focus groups – what to expect

1-1 Interviews and focus groups from a full cross section of ENHL staff.

- These are incredibly important sessions, and we encourage full attendance
- This will enable you to influence the intent of the programme and have a real say in the culture of your organisation.
- We can then design the programme to fully connect to your requirements.
- Sessions are a safe space and interviews are confidential

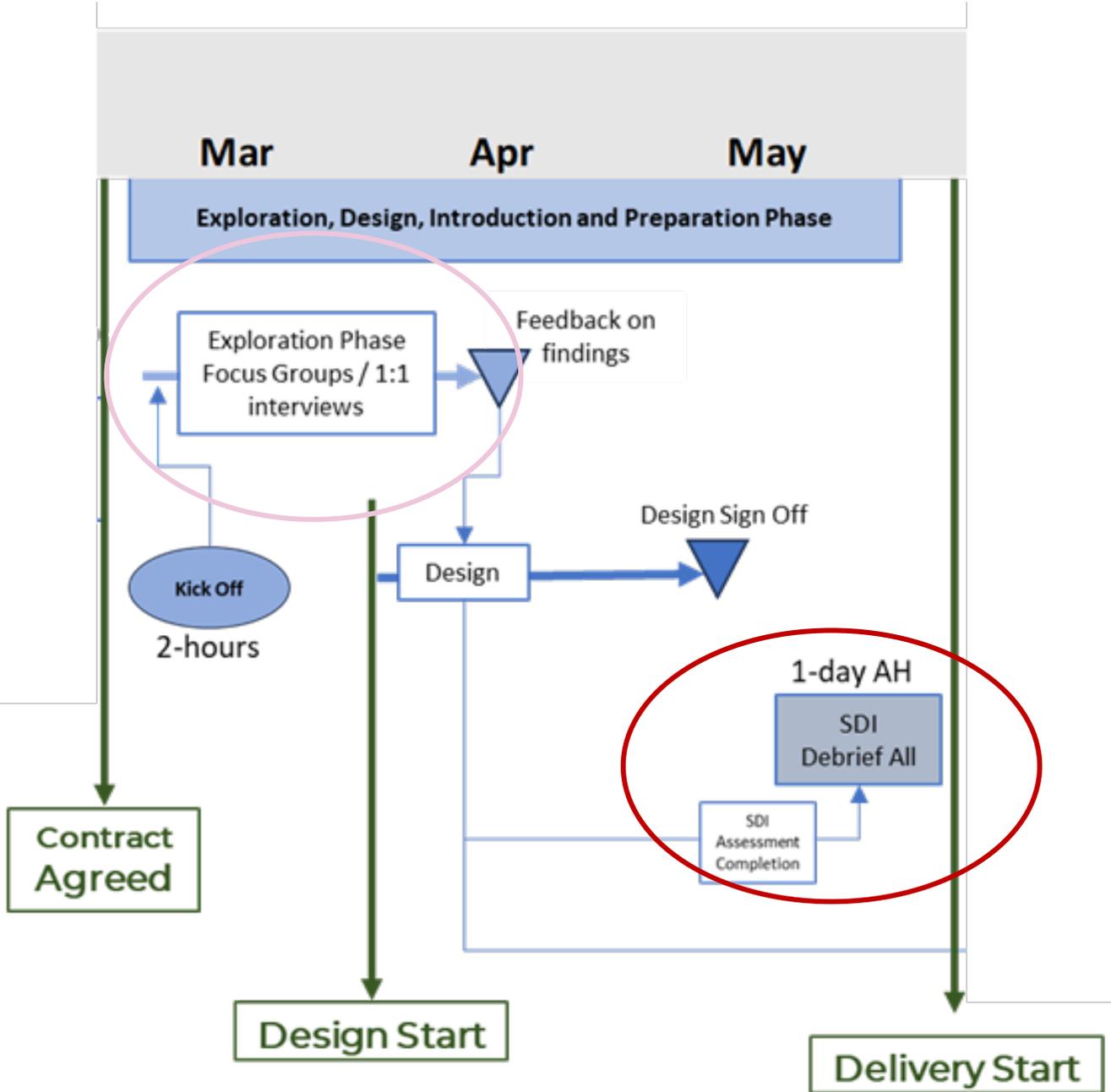
We want your full open and honest contribution in order to ensure we fully understand ENHL from your perspective.

## Dates:

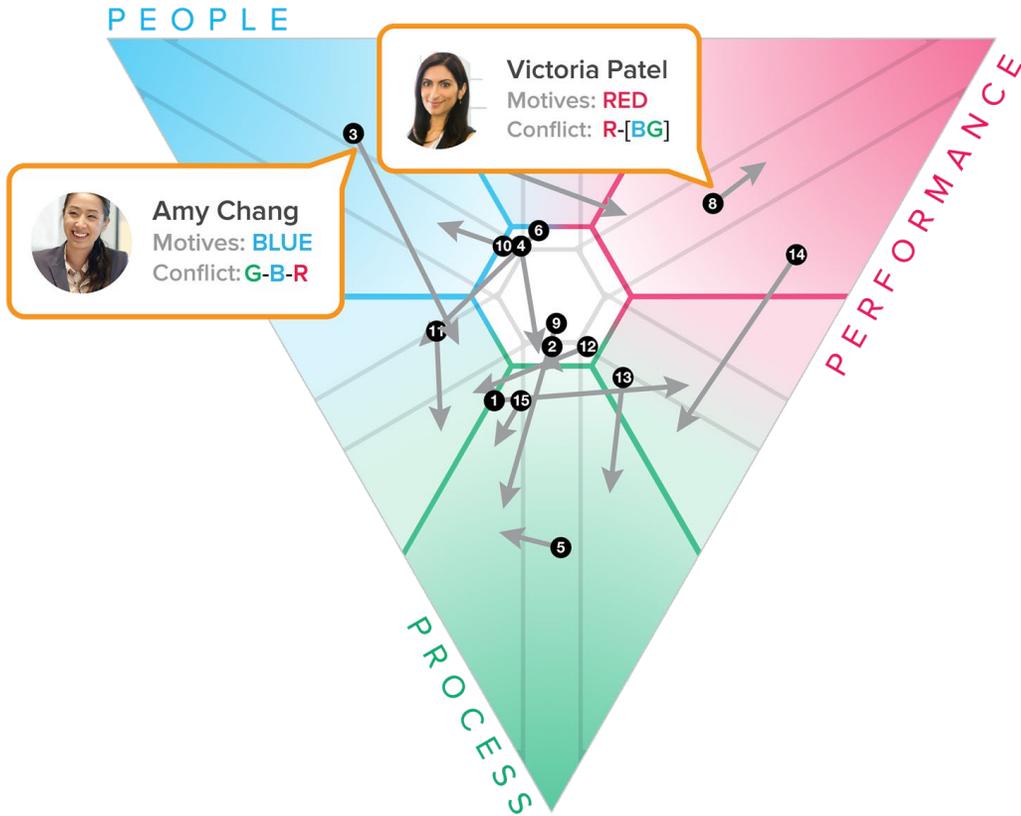
- Interviews (x 10) are 40 mins online with Jacqui, Kim or Sue on 13<sup>th</sup>, 19<sup>th</sup> or 20<sup>th</sup> March
- 3 x focus groups (8-10 people) for 90 mins on 22<sup>nd</sup> March



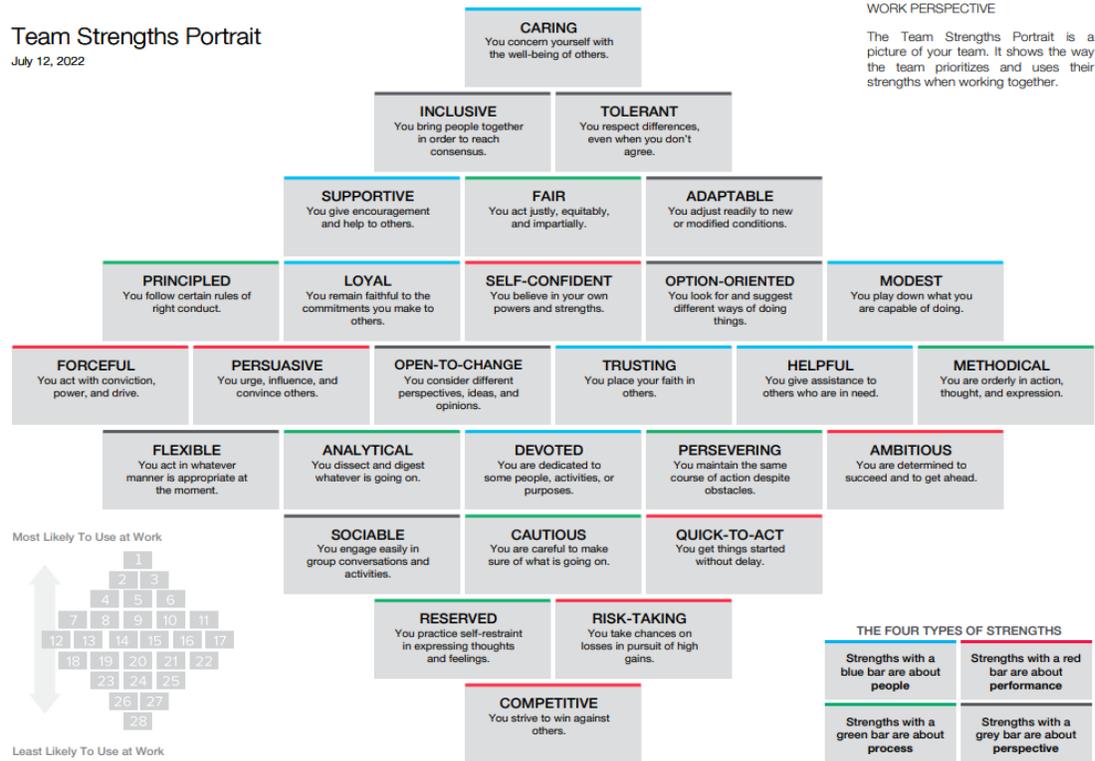
# Exploration, Design, Introduction and Preparation Phase:



# SDI for 'Relationship Intelligence'



Team Strengths Portrait  
 July 12, 2022

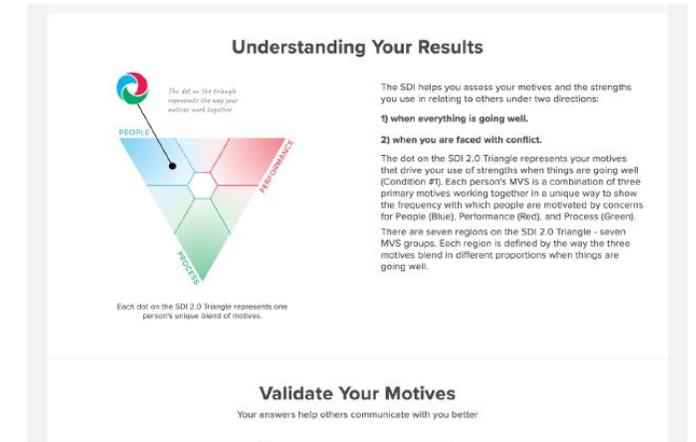
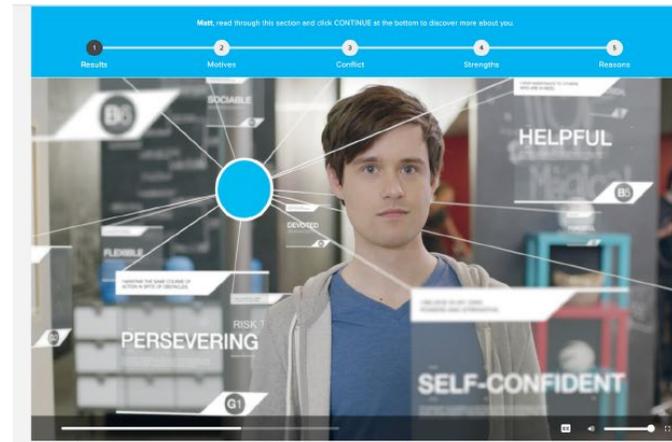
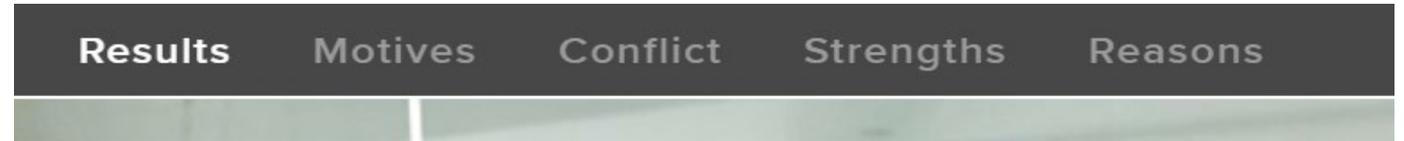


- A deep understanding of one's own motivations, strengths and drivers
- Personalized insight on how to approach colleagues when working together – even in conflict.
- Real-time intelligence for meetings, messages, and conversations.



# SDI overview and preparation

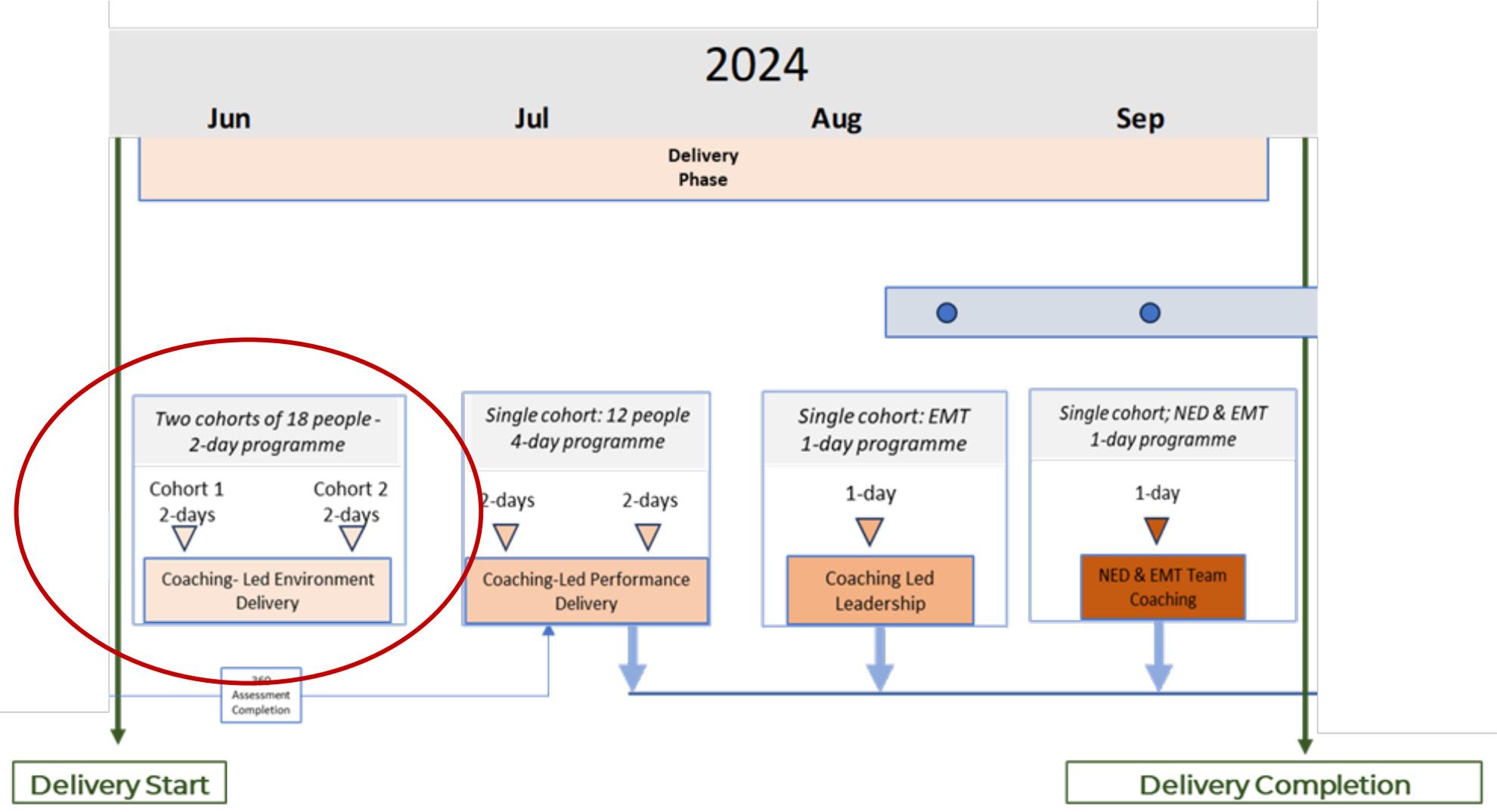
- Assessment invitation from: [facilitator@corestrengths.com](mailto:facilitator@corestrengths.com)
- 20-30 min complete assessment:
  - 1<sup>st</sup> part - whole life perspective
  - 2<sup>nd</sup> part - at work perspective
- Report (pdf) immediately on completion
- Access to an online platform for further information



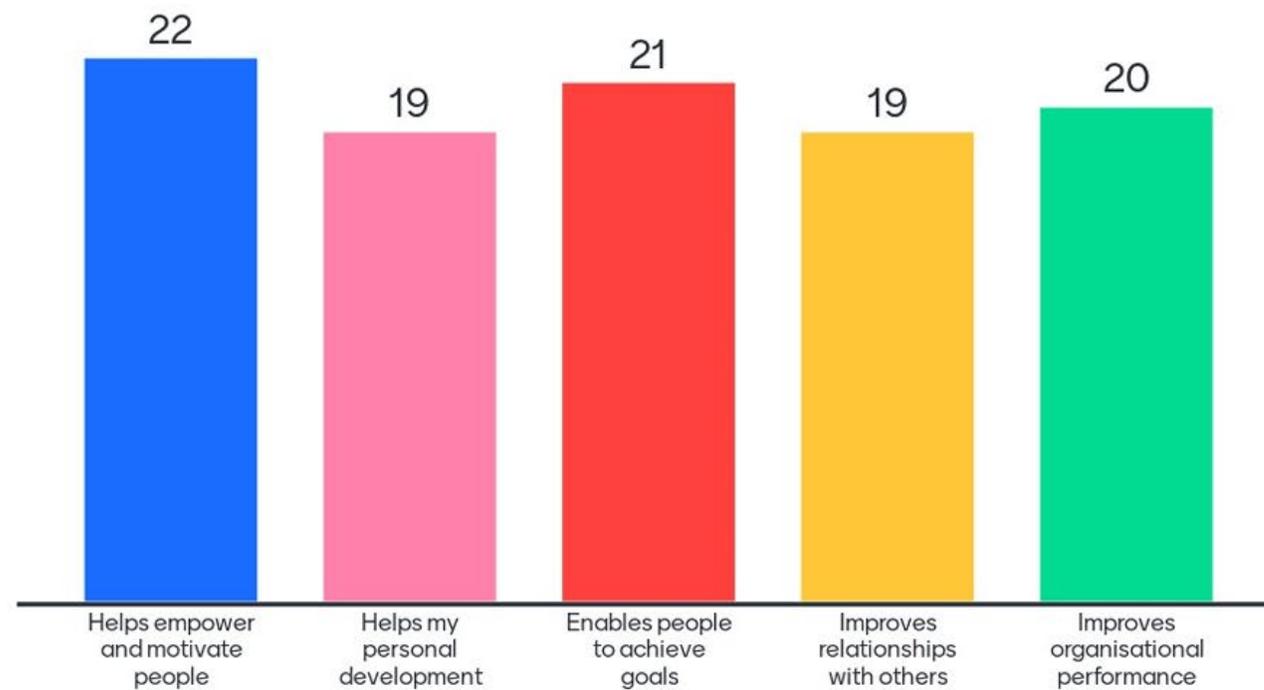
Video here for [more information](#) on SDI



# Delivery Phase:



# Coaching .....

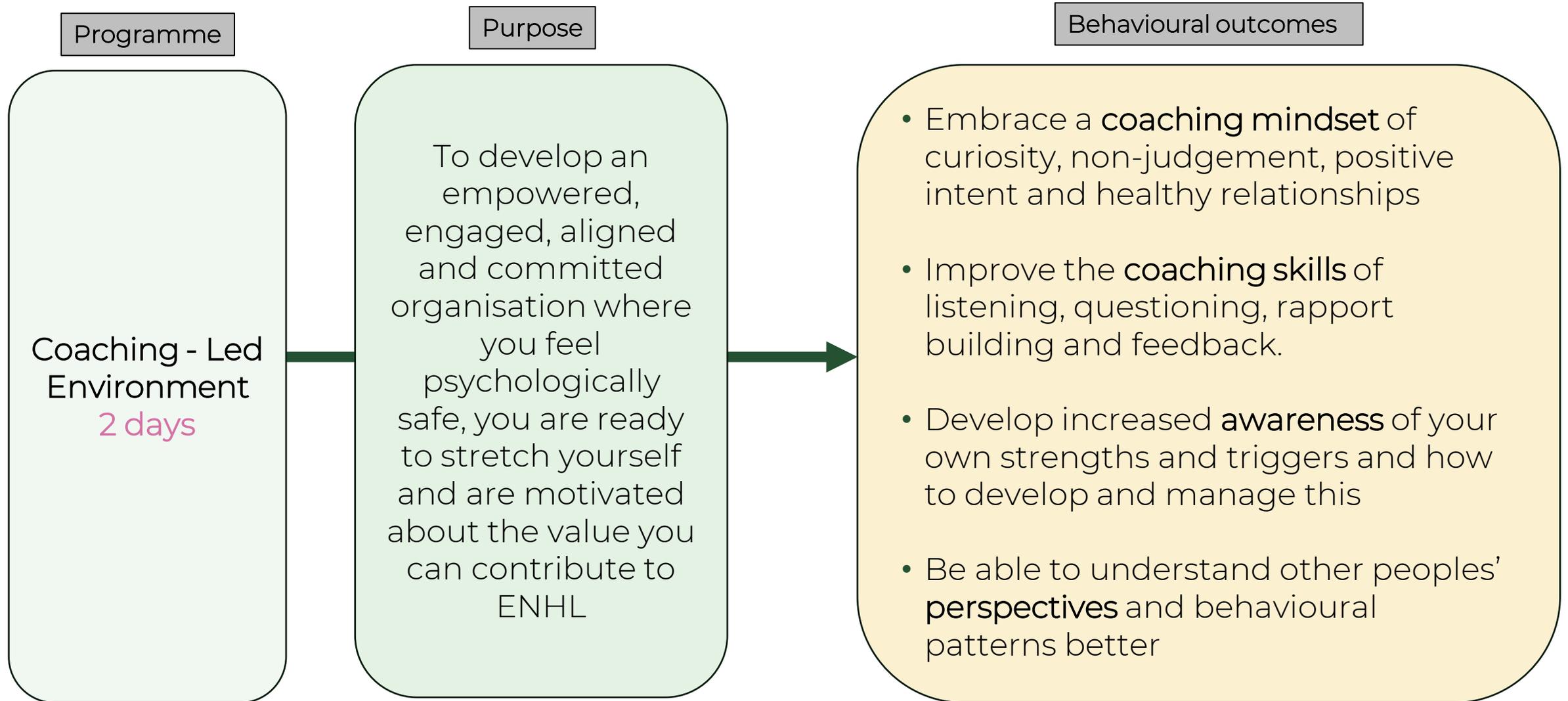


# What skills are necessary in coaching conversations?

40 responses



# Programme Outcomes – what to expect



# Portal for materials support



The portal interface features a navigation bar with the following items: Home, Administration, Module 1, Module 2, **Module 3**, Module 4, and VGC. The main content area is titled "Module 3 Materials" and is organized into three sections:

- Module Slides:** Includes "Day 1;" and "Summary of Learning", each with a PDF icon.
- Supporting Material:** A grid of nine PDF documents:
  - Conquering Team Dysfunction
  - Trust in Teams
  - Feedback Factsheet
  - Attributes of a High Performing Team
  - Trust with Others Worksheet
  - Feedback for Compassionate Leadership
  - Johari Window Questionnaire
  - Team Trust Task Template
  - Daring Feedback Checklist
- Supplementary Material:** A list of resources with status indicators:
  - An Introduction to The Five Behaviours >
  - Drama Triangle >
  - Radical Candour in 6 minutes >
  - Cost of Conflict Calculator X

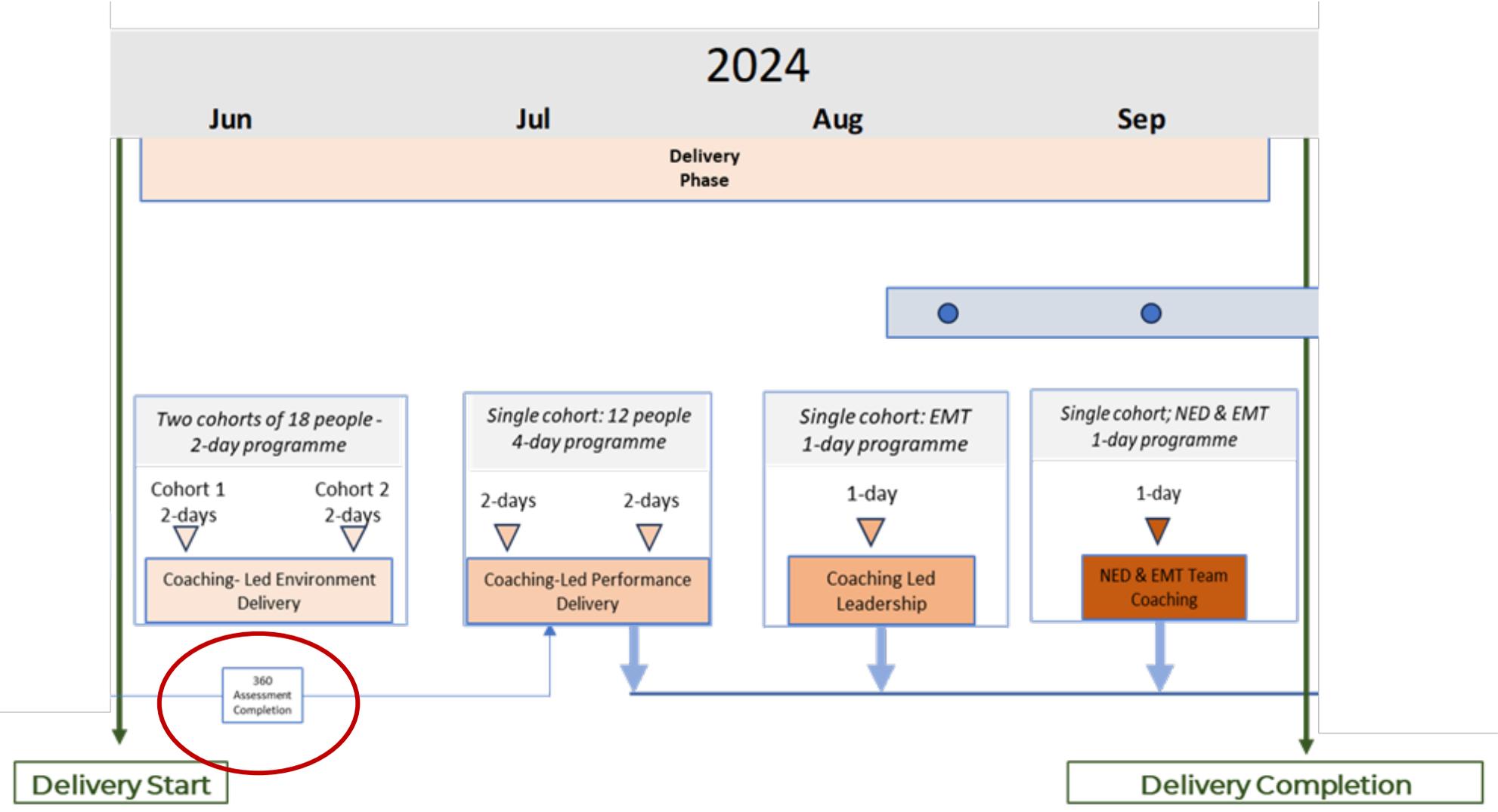
To the right of the Supplementary Material section is a blue pyramid diagram with five levels, from top to bottom:

- INATTENTION TO RESULTS
- AVOIDANCE OF ACCOUNTABILITY
- LACK OF COMMITMENT
- FEAR OF CONFLICT
- ABSENCE OF TRUST

At the bottom of the page, there is a section for "Additional Videos and Podcasts".



# Delivery Phase:



# 360 report process – for some of you



Qualtrics 360° Feedback Evaluation  
Évaluation du feedback à 360° de Qualtrics

16th November 2022



Launched end of May

## Report summary

Self-assessment Done

### Respondent statistics

Evaluator Relationship	Completed responses	% complete
All Raters	20/20	100%
Direct Report	5/5	100%
Manager	5/5	100%
Peer	10/10	100%

Compare the number of people who finished your assessment with the number of people invited to participate.

### Rating Scale

This assessment used the following rating scale when raters provided their feedback.

Rarely	1
Occasionally	2
Often	3
Almost always	4
Always	5

On the following page you will find your scoring overview for each section, with a comparison of your Self score against the evaluation of others. Against each section you may find an additional descriptor;

**Recognised (Clear) Strength** - scores from Others and Self scoring is 4 or more

**Unrecognised Strength** - Others have scored you 4 or more and Self scoring is at least 1.5 points less

**Unrecognised Improvement Area (Blind Spot)** - Others have scored you less than 3 and Self scoring is at least 1.5 points more

**Recognised Improvement Area (Area for Development)** - scores from Others and Self scoring is less than 3

If there is no descriptor against a section, that means that there are no clear strengths or weaknesses.

Raters:

- Self
- Manager
- Peer
- Direct Report

Assessment rating scales for you:

- Communication
- Drive for Results
- Leadership
- Self-Awareness
- Teamwork

Open feedback of what you might wish to:

- Stop
- Start
- Continue

doing to grow and develop further



# Next steps:

- Make every effort to attend your focus group or interview session – Nathalie will let you know the date and time for your session:
  - Interviews from next week: 13<sup>th</sup>, 19<sup>th</sup> & 20<sup>th</sup> March
  - Focus groups 22<sup>nd</sup> March
- Look out for your invite to take your SDI assessment (after Easter) and complete it by the deadline on the invitation
- Attend the All-Hands SDI event on 22<sup>nd</sup> May
- Look out for your Joining Instructions for the Coaching-Led Environment programme – 4 weeks prior to programme start



# Questions?

[www.fieldsoflearning.com](http://www.fieldsoflearning.com)

[www.trafalgarpd.com](http://www.trafalgarpd.com)

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