



## EN:Lighten programme joining instructions

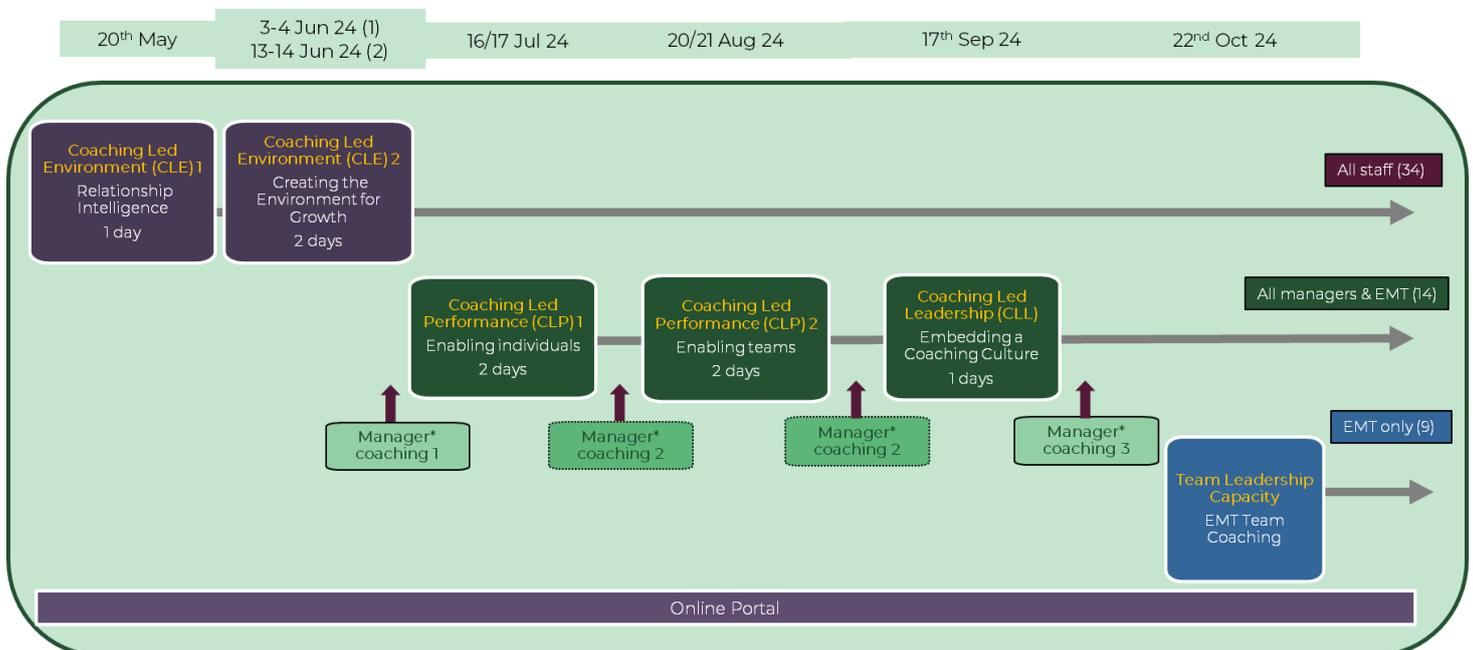
Further to the EN:Lighten launch ([link to watch here](#)) and the following focus groups & interviews, we have been busy designing the programme and we will soon have the first module together. This is a whole company initiative designed to enhance knowledge sharing and understanding within EN, foster a culture of performance and teamwork, empower individuals to manage performance effectively and improve individual skills.

Below, you will find the key details for the programme over the coming months.

As a reminder, everyone will attend Coaching Led Environment, day 1 on 20<sup>th</sup> May, and then day 2 & 3 in June (across two groups and two dates).

All Managers will then go on to attend the Coaching Led Performance and Coaching Led Leadership Modules.

An overview of the programme, including dates, is below. You should have had diary invites for all of these.



### Pre-work for Coaching Led Environment day 1

Ahead of Day 1 on 20<sup>th</sup> May, you will receive a link from survey monkey to complete a pre-programme questionnaire. This is only 8 statements and should take no more than 5/10 minutes. The survey does not ask for your name and is confidential, it's only use is to measure the success of the programme. Please be open and honest when completing this questionnaire, so we know which areas to focus on throughout the programme.

Please also print & bring along a cope of your own SDI results.



## Logistics

Each day will run from 9am and finish by 5pm latest. The venue will be off-site away from the office, and will be confirmed in the invite for each module. Lunch and refreshments will be provided.

It's important that you feel relaxed and comfortable so please dress informally, and in layers, so that you can manage your temperature in the room.

You will have access to an online portal with all module materials and supplementary content. This will be shared after Coaching Led Environment day 1.

## Reading list

There is no set reading for the programme, all learning content will be covered during the modules and via the online portal. However for those wishing to dive deeper in to the content or for supplementary reading, a list of recommended texts is below:-

### Core texts for CLE

- Karolin Helbig & Minette Norman: 'The Psychological Safety Playbook'
- Michael Bungay Stanier: 'The Advice Trap' and 'The Coaching Habit'
- Dr Steve Peters: 'The Chimp Paradox'
- David Eagleman: 'The Brain'

### Core texts for CLP

- Jenny Rogers: 'Manager as Coach – The New Way to get Results'
- David Marquet: 'Turn the Ship Around'
- Patrick Lencioni: 'The Five Dysfunctions of a Team'
- Brené Brown: 'Dare to Lead'