

Bailey & French.

We empower people to
be their best for
performance & wellbeing



What we do

Our people solutions are designed to tackle the most challenging areas in the modern workplace.

We bring our unique approach to the issues of performance motivation, strengths development, wellbeing, leadership, team effectiveness and organisational effectiveness to empower and enable people to perform and thrive.



<u>Performance</u>	<u>Strengths</u>	<u>Wellbeing</u>	<u>Leadership</u>	<u>Teams</u>	<u>Types of Delivery</u>	<u>Organisational Effectiveness</u>
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We work at the leading edge of applied Positive Psychology research to create evidence-based solutions for our clients. From simple self-facilitating tools for anyone to use, to fully facilitated programmes of work, we partner with our clients to work with their individual business needs, budgets and time constraints.

Flexible and convenient, our solutions align with ease to existing approaches and can complement other initiatives. They are easily scalable for large organisations and for teams spread out geographically across the UK or globally.

We offer:

✓	Self-facilitation	✓	Learning Tools	✓	Facilitated conversation workshops	✓	1 hour facilitated online workshops
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Performance

At Bailey & French, we focus on motivating performance as opposed to simply managing it. We provide **safe, non-judgemental platforms** for people to have **the right conversations** that motivate them to **perform at their best**.

Our pioneering approach helps us to create a great performance culture by fundamentally shifting the tone of the conversations. We focus on the foundations for positive Performance: Respect, Clarity, Strengths, Praise, Growth and Empowerment.

We empower and enable managers to be confident and successful when they are addressing performance. By focusing on areas of strengths, and discussing deeper motivations, it is possible to change traditional performance management conversations into **positive, human conversations** that people actually want to have. This is the key to shifting from performance management to performance motivation and empowering people to be their best.



<u>Performance Motivation</u>	<u>Respect</u>	<u>Clarity</u>	<u>Strengths</u>	<u>Praise</u>	<u>Growth</u>	<u>Empowerment</u>
	<u>Building our Strengths</u>	<u>Being our Best</u>	<u>Making our Goals Meaningful</u>	<u>Growing our Careers</u>	<u>Collaborating Effectively</u>	<u>Inspiring our Customers</u>

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Performance Motivation

In our overview to Performance Motivation we explore differences between traditional models and methods of Performance Motivation to the more innovative approaches available.

We empower people to choose and try new methods that are right for them steadily increasing confidence over time, rather than creating anxiety inducing situations for managers with little experience.

We help shift accountability for everyone to take more ownership over their own performance. We help move away from over-reliance on process or expensive assessments and psychometrics, to more human relationships through authentic dialogue and transparency.



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Performance: Respect

Building respect is a core foundation for any positive culture. We focus on methods that develop our own self and other awareness to enhance respect across teams, departments and organisations. This is particularly beneficial for 'support' teams that work alongside 'professional' groups of doctors, consultants, professors, languages etc.



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Performance: Clarity

All our work focuses on empowering people to continuously seek their own clarity in a world of cognitive overload.

Our techniques focus on engaging methods that help everyone to 'join the dots' for themselves quickly and with results. This can be a quick energy release for organisations facing big external challenges and pressures.



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Performance: Strengths

Playing to our strengths has a powerful positive impact on both individual and team performance and wellbeing. Strengths are things we find energising, enjoyable and easy to use. Everyone has unique and enduring strengths, not just 'top talent'. However, discovering strengths is not enough to increase performance and wellbeing – we need to know how to use them.



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Performance: Praise

When exploring Praise, we look at the benefits of strengths-focused recognition. We try learn methods to develop recognition and increase our sense of achievement and success.

We look at the benefit of upward praise and the differences between praise and gratitude.



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Performance: Growth

Evolving our thinking and conversations around our learning, growth and career progression. Here we consider alternatives to climbing the traditional career ladder.

We explore how we can empower accountability for own growth, and how we can move to a culture of learning being continuous, personal and integrated into our work. This is particularly good for teams moving to less hierarchy and less reliance on managers.



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Performance: Empowerment

We look at reframing how empowered we are and explore our own platforms for empowerment.

We explore a culture of growth mindset, reflecting on how we empower people to learn and grow through experiences at work.



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Performance: Building our Strengths

Identifying ways we can use our strengths more often and more skilfully to craft a life we love.

There is no point knowing what our strengths are and not taking the vital next step in learning how to use them well. An often missed element of learning and development methods, this takes time and reflection. We help pinpoint the easy shortcuts, tips and tricks to do so effectively.



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Performance: Being our Best

We can all remember a day when we were our best version of ourselves, but if we are honest how often are we that version.

We will explore overplayed strengths and weaknesses, the differences between them and how we can work around them.

Lots of people know their strengths but continue to underperform. We need to be equally aware of which we overplay and our weaknesses to really have any impact on our own development to be our best selves more often.



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Performance: Making our Goals Meaningful

Creating inspiring goals that reflect our strengths and values. This module explores how we can set motivational goals.

There is so much research showing the impact of goals on our performance yet so many people don't have goals in place. This module makes it easy for everyone to set goals that actually help us clarify where to focus attention with huge demands and increasing cognitive load.



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Performance: Growing our Careers

Evolving our thinking and conversations around our learning, growth and career progression. Here we consider alternatives to climbing the traditional career ladder.

This module is really helpful if an organisation is making changes to team structures and roles to help everyone see the opportunities that lie in change.



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Performance: Collaborating Effectively

Understanding how to work together better to leverage everyone's strengths and work more productively as a team.

We learn the power of the collective exploring intermittent collaboration techniques shown to be most effective for performance and individual development.

For more team workshops see our solutions for

[Teams](#)



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Performance: Inspiring our Customers

Learning how to use our strengths to be more creative and productive for our customers and clients.

Beyond our own personal impact using strengths, we can learn how to focus on extending this to our relationships with clients. This is useful for all people in all roles, and for specific Business Development and Sales teams.



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Strengths

Playing to our strengths has a powerful positive impact on both individual and team performance and wellbeing.

Strengths are things we find energising, enjoyable and easy to use. Everyone has unique and enduring strengths, not just 'top talent'. However, discovering strengths is not enough to increase performance and wellbeing – we need to know how to use them. Strengths develop from birth until around the age of 17. After this age it is much harder to develop new strengths (although it is possible).

As strengths are so easy to use, it is common for people to overplay their strengths, using them too much and having a negative impact on other people and situations. Therefore, it is important that we learn how to manage our strengths skilfully.

Doing this can help us to lead ourselves, lead others and lead the organisation.



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Strengths: Leading Self

Through a series of conversational exercises, people self-identify strengths and weaknesses, and learn techniques for maximising and managing these. This kick starts life long learning and expansion of self awareness, equipping us to grow into our best self throughout our life.

We look at developing people's strengths-spotting skills and introduce team strengths maps (which can be used for building relationships, working around weaknesses and increasing communication). These techniques extend our learning to see and identify the best in others without having to use expensive psychometrics, or put ourselves into a labelled box or colour.

This topic can also encourage greater collaboration which will serve to support, enhance and evolve culture positivity. This focus develops foundations for a fully inclusive approach to understanding ourselves and others based on our unique personal life experience. Based on this the application of our learning is more impactful and immediate.



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Strengths: Leading Others

This topic supports Managers in applying a strengths focus to performance and wellbeing conversations:

- Supporting Managers skills-development in coaching for high performance
- Providing real life practice to ensure deep learning/practical application back in role
- Exploring applying a strengths approach to different people opportunities and challenges, e.g. goalsetting, underperformance and isolated working

This topic is helpful in empowering leaders and managers to lead in their own authentic and genuine way without having to fit into someone else's definition. It opens up possibilities for more people to lead successfully and embrace the opportunity of more diverse leadership populations.



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Strengths: Leading The Organisation

We empower Senior Leaders to step into the future with the agility and confidence to respond to challenge and seize opportunity, as a collective team.

This will build on the skills and knowledge gained from previous topics, helping leaders embed and apply this learning when in role - leading larger groups, departments or organisations:

- Enhancing skills in storytelling about the vision development over time to fully engage and energise everyone to be part of the future.
- Ensuring the future vision is meaningful and aligns with our individual and organisational values
- Establishing clarity of roles, expectations and organisational strategy to ensure we prioritise effectively, achieve results and perform at our best together.
- Encourage the leadership team to think beyond traditional barriers and collaborate intelligently to reach solutions when faced with challenge



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Wellbeing

Traditionally managing negative wellbeing symptoms at work has involved ramping up rewards or benefits packages; organising wellbeing-themed weeks, with a range of activities; and signposting people towards an Employee Assistance Programme. These approaches all help raise awareness of current issues, but do they go far enough? We take a strategic approach that moves away from trying to mitigate the effects of poor wellbeing and works to embed wellbeing into the foundations of organisational culture.

Our solutions create platforms for people to get a **better understanding of psychological wellbeing**, using the most recent Positive Psychology research on ways to **flourish and thrive** in work and beyond. We equip people with the right skills and tools, empowering individuals and teams to **improve and maintain their wellbeing** on a daily basis. We give immediate access to learning and tools that are simple, globally scalable, and blend easily into existing initiatives.



<u>Positive Wellbeing</u>	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
	<u>Creating Meaning</u>	<u>Encouraging Accomplishment</u>	<u>Building Resilience</u>

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Wellbeing: Positive Wellbeing

We explore a positive and strategic approach to Wellbeing. We look at the PERMA model to explore 5 pillars that equally combine to create Wellbeing in terms of flourishing and thriving: Positive Emotions, Engagement, Relationships, Meaning and Accomplishment.

The PERMA model was developed through extensive international research by M. Seligman into the pillars of human flourishing. Seligman was renowned for his lifelong career focused on learned helplessness, depression and so it was a significant shift for him to explore this new paradigm over the last 20 years.

The great learning from the research shares evidence that people can develop themselves in all 5 pillars. Together these pillars combine to create greater Resilience to focus life challenges.



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Wellbeing: Cultivating Positive Emotions

We explore the benefits of experiencing more positive emotions and identifying practical ways to harness these benefits.

We look at positive emotions beyond the idea 'happiness' – we explore how experiencing Positive Emotions can open up our field of vision, helping us to be more creative and productive at work. We will also look at the neuroscience behind experience Positive Emotions and the impact this can have on us.

We will learn practical ways to increase Positive Emotions for ourselves, our team and our organisation.



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Wellbeing: Increasing Engagement

In this module we discover some of our core 'strengths' – things we excel at and are energised by. We explore the concept of 'flow' – when we feel completely absorbed in a task.

We will uncover the difference between strengths and skills, and look at how unique differences based on combinations of strengths determine what we, and others, need to get into flow.



Positive Wellbeing	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
	<u>Creating Meaning</u>	<u>Encouraging Accomplishment</u>	<u>Building Resilience</u>

✓	Self-facilitation	✓	Learning Tools	✓	Facilitated conversation workshops	✓	1 hour facilitated online workshops
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Wellbeing: Developing Quality Relationships

Considering the importance and benefits of relationships at work, we learn three methods to build 'high quality connections' and overcome 'corrosive connections'.

We explore relationships beyond 'having a best friend at work' – it looks at how positive relationships are core to Wellbeing, producing business benefits and preventing Bullying, Harassment & Discrimination or Diversity & Inclusion issues.



Positive Wellbeing	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
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Wellbeing: Creating Meaning

We reflect on the importance of meaning in our lives and work and identifying ways we can create more meaning and purpose for ourselves and others.

We look how individuals can have different types of meaning at work, and how these relate to the meaning of our organisation. We explore how we can see our work as a calling, aligned with our personal sense of purpose.



Positive Wellbeing	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
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Wellbeing: Encouraging Accomplishment

We explore the benefits of an optimistic mindset, and how this can be developed to increase our sense of achievement and success.

We uncover the beliefs and mindsets that we can have around accomplishment. We look at practical ways to provide reward, recognition and praise that resonate with each individual that we work with.



Positive Wellbeing	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
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Wellbeing: Building Resilience

Learning about how to minimise negative emotions and behaviours in difficult situations, develop more effective reaction styles and manage stress successfully.

We explore how fostering different elements of Positive Wellbeing can help us to be naturally more resilient at work.



Positive Wellbeing	<u>Cultivating Positive Emotions</u>	<u>Increasing Engagement</u>	<u>Developing Quality Relationships</u>
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Leadership

Underpinned by the latest research in **Positive Psychology**, we help Leaders across all levels tune into and amplify the best of themselves and the best of the people around them rather than focusing on the negatives. As leaders we need to grow as great role models and coaches - we need to enhance our Emotional Intelligence so that we can use our knowledge, skills and strengths effectively.

Our Leadership Development solutions offer maximum impact for minimum investment by focusing on developing the foundational Emotional Intelligence leaders need across three core areas: **Leading Self, Leading Others and Leading the Organisation**. With a “strengths” focus as the backbone of our leadership development programmes, we help leaders to unlock their own and others’ rich potential for peak performance and flourishing and thriving at work.

We know that time is precious, so we have designed our programmes in bitesize learning modules, which are flexible and easy to implement alongside other initiatives. These provide personal learning that is integrated with work and has life long impact.



<u>Leadership</u>		<u>Leading Self</u>		<u>Leading Others</u>		<u>Leading the Organisation</u>
✓	Self-facilitation	✓	Learning Tools	✓	Facilitated conversation workshops	✓ 1 hour facilitated online workshops
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Leadership: Leading Self

Through a series of conversational exercises, people self-identify strengths and weaknesses, and learn techniques for maximising and managing these. This kick starts life long learning and expansion of self awareness, equipping us to grow into our best self throughout our life.

We look at developing people's strengths-spotting skills and introduce team strengths maps (which can be used for building relationships, working around weaknesses and increasing communication). These techniques extend our learning to see and identify the best in others without having to use expensive psychometrics, or put ourselves into a labelled box or colour.

This topic can also encourage greater collaboration which will serve to support, enhance and evolve culture positivity. This focus develops foundations for a fully inclusive approach to understanding ourselves and others based on our unique personal life experience. Based on this the application of our learning is more impactful and immediate.



Leadership		Leading Self		Leading Others		Leading the Organisation	
✓	Self-facilitation	✓	Learning Tools	✓	Facilitated conversation workshops	✓	1 hour facilitated online workshops
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Leadership: Leading Others

This topic supports Managers in applying a strengths focus to performance and wellbeing conversations:

- Supporting Managers skills-development in coaching for high performance
- Providing real life practice to ensure deep learning/practical application back in role
- Exploring applying a strengths approach to different people opportunities and challenges, e.g. goalsetting, underperformance and isolated working

This topic is helpful in empowering leaders and managers to lead in their own authentic and genuine way without having to fit into someone else's definition. It opens up possibilities for more people to lead successfully and embrace the opportunity of more diverse leadership populations.



<u>Leadership</u>		<u>Leading Self</u>		<u>Leading Others</u>		<u>Leading the Organisation</u>	
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Leadership: Leading the Organisation

We empower Senior Leaders to step into the future with the agility and confidence to respond to challenge and seize opportunity, as a collective team.

This will build on the skills and knowledge gained from previous modules, helping leaders embed and apply this learning when in role - leading larger groups, departments or organisations:

- Enhancing skills in storytelling about the vision development over time to fully engage and energise everyone to be part of the future.
- Ensuring the future vision is meaningful and aligns with our individual and organisational values
- Establishing clarity of roles, expectations and organisational strategy to ensure we prioritise effectively, achieve results and perform at our best together.
- Encourage the leadership team to think beyond traditional barriers and collaborate intelligently to reach solutions when faced with challenge



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Teams

The ways we work are evolving at an exponential rate. This is not purely because of the boom in technology, it is also a result of increasing discoveries about the best ways to help people flourish and thrive at work. As these discoveries influence new work practices to increase productivity, teams are required to be more agile than ever, flexing to fit into ever-changing environments.

Teams that can self-manage to some degree are becoming vital to an organisation's success. We have developed key strategies to building high-performing, inclusive, self-managing teams. At the core of these strategies is ensuring that all people's strengths are meaningfully aligned towards a shared vision, and creating platforms that help people take accountability for their own and others' wellbeing and performance.



<u>Effective Teams</u>	<u>Strengthening Team Relationships</u>	<u>Clarity</u>	<u>Working Better Together</u>	<u>Wellbeing & Resilience</u>
	<u>Optimising Time & Energy</u>	<u>Team Strategy & Action</u>	<u>Team Performance Accelerator</u>	

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Teams: Effective Teams

We know that evidence-based research shows us what is most important to people in teams for performance and wellbeing. We have easy and practical tools to help teams explore how to work well together, and to target focus on what matters most and will achieve the greatest impact.

Our approaches are dialogue-based platforms that encourage role clarity, alignment and cohesion - the important components for effective teams. We help teams develop transparency, personal accountability and feedback.



Effective Teams	<u>Strengthening Team Relationships</u>	<u>Clarity</u>	<u>Working Better Together</u>	<u>Wellbeing & Resilience</u>
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Teams: Strengthening Team Relationships

This topic offers an opportunity to focus on high quality connections, positive relationships and inclusion.

We learn ways to strengthen relationships for a cohesive, inclusive and high-performing team.

We look at how team cohesion is more than just the sum of the parts of a team, and how high-performing teams are not just a group of high-performing individuals, but truly collaborate.



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Teams: Clarity

In this topic we consider organisational vision and purpose, and develop a clear understanding of how teams and individual roles contribute towards bringing this to life.

Team and role clarity is critical for reducing overlapping at work and helping people to separate out their roles from each other.

We learn ways to monitor this and regularly develop our own clarity and team clarity through change and a VUCA world.

For more Performance workshops see our solutions for

[Performance](#)



<u>Effective Teams</u>	<u>Strengthening Team Relationships</u>	<u>Clarity</u>	<u>Working Better Together</u>	<u>Wellbeing & Resilience</u>
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Teams: Working Better Together

Understanding how to work together better to leverage everyone's strengths and work more productively as a team.

We will explore individual and team strengths, building a better awareness of who we are at our best and how we can fulfil our potential better together.

Gaining this insight into individual and team strengths can help us to collaborate more intelligently, providing real team cohesion.



<u>Effective Teams</u>	<u>Strengthening Team Relationships</u>	<u>Clarity</u>	<u>Working Better Together</u>	<u>Wellbeing & Resilience</u>
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Teams: Optimising Time & Energy

In this module we explore how we can use our time and energy more effectively as a team, benefitting our performance, motivation and wellbeing.

We look at how optimising our time and energy through different tasks can help us to collaborate intelligently, building on the strengths of individuals and the team.



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Teams: Team Strategy and Action

Exploring practical techniques and developing skills around team collaboration – focusing on how we take action to deliver team strategy.

Collaborating on a current challenge, using action-focused questions to co-create innovative solutions and action plans.



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Teams: Team Performance Accelerator

Practical techniques to focus on key performance challenges and coach one another to successfully overcome these challenges.

An opportunity to practice techniques and explore how they would work in real-life situations.



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Teams: Wellbeing & Resilience

Working together to understand how we can support our team wellbeing and strengthen our resilience.

We explore how we can foster more resilience by building a sense of Positive Emotions, Engagement, Relationships, Meaning and Accomplishment and work.

Together these pillars combine to create greater resilience to tackle all of life challenge's.

For more Wellbeing workshops see our solutions for

[Wellbeing](#)



<u>Effective Teams</u>	<u>Strengthening Team Relationships</u>	<u>Clarity</u>	<u>Working Better Together</u>	<u>Wellbeing & Resilience</u>
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Types of delivery

Self-facilitation

Conversation mats or cards that anyone can use to open up conversations around positive performance and wellbeing, making rapid, scalable impact.

Learning Tools

Easy-to-use tools to embed a culture of positive performance and wellbeing into day-to-day work.

Facilitated conversation workshops

Our conversation mats and cards provide a safe and empowering platform to open up communication on performance and wellbeing at work.

1 hour facilitated online workshops

Interactive, online workshops for up to 250 people (managers and/or non-managers), ideal for geographically dispersed teams and lone workers

Upskilling workshops

These workshops extend learning around motivating positive performance and wellbeing. They look at the skills and strategies we can use to our work.

- 1 hour facilitated lunch 'n' learns
- ½ day workshops
- Full day workshops

Train-the-trainer workshops

Builds internal capability and the confidence to run sessions internally for maximum positive reach, building personal accountability.

- ½ day facilitated train-the-trainer workshops
- Online train-the-trainer workshops

Executive Team modules

Time together focused on strengthening Executive Team culture and empowering all people to flourish and thrive in work and beyond.

- ½ day Executive Team modules
- Full day Executive team modules

Conference options

- **Conference workshops**
These workshops extend learning and provide a platform for large groups to open up conversations around positive performance and wellbeing.
- **Conference speaking slots**
Engaging and interactive 15-minute and 45-minute speaking slots.

HR Deep Dives

Deep dives that empower people to create and motivate the perfect team, ensuring that aspects of the employee lifecycle are aligned

Consultancy

Empowering organisations to embed Positive Psychology within their ways of working, and aligning different groups and processes.

Full programmes

Our full programmes combine many different types of delivery to create a more human way of working. They open up conversations, upskill people and embed positive performance and wellbeing, empowering people to be their best.

Organisational Effectiveness Consultancy

At Bailey & French, we develop organisations. We focus on people and processes to empower individuals, teams and whole organisations to grow.

We empower growth that is efficient and effective whilst maintaining a human approach throughout.

We are available for interim/contract work and cover all areas of Organisational Effectiveness, nationally and internationally, offering full knowledge transfer and capability development.



		People		Processes
Individual Growth	✓	<u>Examples</u> Personal Effectiveness Leadership Development Executive Coaching	✓	<u>Examples</u> Job Design Job Crafting Training Needs Analysis
Team Growth	✓	Management Skills Team Dynamics Train-the-trainer	✓	Talent Mapping/Strategy Function and Profession Growth Systems training
Organisational Growth	✓	Evolving Cultures Knowledge Transfer Event Facilitation	✓	Transformation and Change Restructuring Operating Models Organisational Design

Organisational Effectiveness Case Stories

Hall & Partners – Brand consultancy

Empowering people to work in a new service approach through role crafting aligned with values and a new strategy. Supporting a move from functional model to consultant service model. Re-energising talent management approach and providing People Management skill-development.

ABN AMRO - Bank

Restructuring to bring people from across different areas of the business into newly formed functions. This included work on team dynamics, personal effectiveness, strategy and vision of functions and management skills training.

Protiviti – Global consulting firm

Helping to develop a new strategy – focusing on people rather than functional capability in order to expand. Developing organisational processes driven by growth.

Mayo Wynne Baxter LLP – Law firm

Cultural evolution and brand differentiation focusing on taking a more human approach to the legal profession. Leadership development sessions, management skills training and role crafting to look at how we can develop the profession and work more authentically.

Nando's – Global restaurant chain

Transformation of global brand and all aspects of candidate experience, through innovation of recruitment process, co-creation of training content, consultancy and Train-the-trainer.

Oscar Kilo / College of Policing – National policing

Personal effectiveness and profession development training to create a more resilient frontline. Leadership Development and Management Skills train-the-trainers to evolve culture around Police wellbeing and resilience.

CSMA / Boundless – Public sector membership club

Personal effectiveness work focusing on how to use strengths in roles and take more accountability moving forward. Coaching workshops and 1-2-1 coaching, support cultural evolution and new recruitment processes. Consultancy around a new performance management model and system, leading to a change of operating model and complete rebranding.

Civil Service – National government

One of the largest leadership development programmes across the Civil Service; covering over 73% of SCS. Empowering senior leaders to be confident about Wellbeing and evolving cultures in departments and agencies. A combination of event facilitation, Leadership development and train-the-trainers.

NHS – National healthcare

Developing the midwifery profession through personal effectiveness training on patient care. Work driven by the midwifery council.

Publicis Media – Multinational advertising and public relations

Evolution of talent management strategy through team development, Leadership development, coaching workshops and Executive coaching.

Hastings Direct - Insurance

Enhancing functions (such as customer-facing) through innovation of recruitment process, development of entire employee lifecycle and Leadership development across various levels and across the business.

London School of Economics – Higher Education

Systems leadership development for community leaders in cities across the world.

Some of our clients



Hall & Partners



Bailey & French.

Let's Talk

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