

RETURN TO WORKPLACE CONVERSATIONS TRAINING FOR LEADERS & HR



Learn about the subtle, but crucial dynamics of effective communication when supporting people back to the workplace.

Are your return to workplace conversations running smoothly?

Do some conversations feel circular & unproductive?

Do you understand what's holding people back?

Are there pockets of unrest across your organisation?

Are people in your organisation in a 'leadership lottery'?

Do you know how to approach these important, but fragile conversations?

During our workshops you will learn about the subtle, but crucial dynamics of effective communication while supporting people back to the workplace & discussing well-being. We design our sessions to suit your organisation's policies and unique circumstances.

WHO ARE WE:

We are a team of 6 executive leadership coaches who design and deliver interventions tailored to the needs of your organisation. Alongside our Masters level coaching qualifications, we are each specialists in different complimentary areas; Stress Management, Communication, Well-being & Human Sustainability, Strengths, Emotional Intelligence, Organisational Psychology & Change.

BACKGROUND:

Carver Coaching helps organisations develop their support and approach, ensuring success and retention of staff. We draw from our research data gathered from over 2,734 individual experiences of workplace leave, and our experience of supporting over 1,000 leaders with well-being conversation training during the peak of the pandemic. We have published 3 reports and have been featured in CIPD Webinars & blogs, HR Uprising podcast; Masterclass for Supporting Returners, HR News & Employer News.

OUTCOMES:

- Ensure all leaders take a unified approach
- Level the leadership lottery
- Ensure all leaders feel prepared
- Empower people to design actions & plan their own return
- Increase interpersonal communication skills
- Develop leader's coaching skills

CONTENT EXAMPLE:

(Bespoke content is designed to suit the needs of your organisation)

- The emotional journey of change, displacement & return
- Core issues & barriers to return (including assessment tool)
- Transactional Analysis (TA) & workplace return conversations
- Suggested conversation structures & approaches
- Incisive questions for well-being & workplace returners
- Leadership; framing & team dynamics
- Top tips to support workplace returners
- 6 approaches to well-being conversations & check-ins

50% of people who do not feel supported by their organisation during a period of significant personal change will leave within 2 years. - Survey 2020: 2734 participants. (Carver, April 2020)

Find out more about our open workshop for CIPD members on 23rd September 2021 by emailing lisa@carvercoaching.co.uk for details.

Download our report "A Guide to Supporting Workplace Returners during the Covid Pandemic" at www.carvercoaching.co.uk/resources.