



ONLINE LEARNING

GRAHAME ROBB ASSOCIATES LTD

ABOUT **GRA**

RELEASING THE POTENTIAL OF INDIVIDUALS, TEAMS & ORGANISATIONS

We are a market leader in the design and delivery of innovative, engaging and tailored leadership development and team building training.

Our aim is to help you achieve better business results by investing in your people. We respect that your challenges and learning outcomes are unique, therefore our programmes go beyond typical learning and development packages and combine bespoke content with renowned, licensed learning and development theories to maximise learning transfer and create tangible results.

Our online offering is designed to be flexible and support your specific requirements. We are able to offer live virtual classrooms led by our vastly experienced Senior Facilitators, self-paced e-learning modules for individuals, one-to-one delivery for personal development and a blended learning capability that combines any of the above and is all accessed through our Learning Experience Portal (LXP).

Since 1989, Grahame Robb Associates' focus has been on delivering customer-focused leadership and team development training that meets the organisation's needs and inspires delegates to reach their full potential; whether they attend a one-off event or a modular programme.

To find out more visit: www.gra.uk.com/about-us

GRA'S LEARNING EXPERIENCE PORTAL (LXP)

Our Learning Experience Portal (LXP) is designed to provide learners with a comprehensive suite of resources and collaborative learning tools to support their development and complement the live GRA trainer experience.

Access to our fully-customisable LXP streamlines all of the pre-course administration and post-course content into just one user-friendly platform, tailored to your specific development programme. Our LXP enables individual learners and groups of learners to connect with GRA content and trainers in exciting new ways and at their own pace.

FEATURES INCLUDE:

- Access to self-paced e-learning
- User profiles to track individual learner engagement
- Content libraries packed with videos, webinars, articles, podcasts and more
- Interactive discussion forums
- Quizzes, assessments and psychometrics linked to learning objectives
- Access to all pre and post course work
- Ability to post questions directly to the programme facilitator
- Direct links to virtual classrooms
- Joining instructions for face-to-face events

The best way to understand the capabilities of our LXP is to experience it for yourself. Get in touch and we'll take you on a guided demonstration of our training support solution.



GRA'S
LXP

The background of the slide features a photograph of several hands in business attire interacting with large, colorful gears (green, blue, and red) on a wooden table. The gears are arranged in a way that suggests they are being assembled or adjusted. The text "GRA'S LXP" is overlaid in the top right corner, with "GRA'S" in a smaller, white, sans-serif font and "LXP" in a large, bold, white, sans-serif font.



ONLINE MODALITIES



LIVE VIRTUAL CLASSROOM

Our dynamic live virtual classrooms offer everything you'd expect in a face-to-face setting but delivered live in an interactive online classroom which participants can join from anywhere in the world.

Each session is led by one of GRA's experienced Senior Facilitators and a GRA Producer. We keep classes to a maximum of 15 participants and include all the theory, group discussions, quizzes and polls you would experience in a physical classroom; this includes breakout sessions for working with a learning partner or in small groups.



SELF-PACED E-LEARNING

Our self-paced, e-learning allows participants to take control of how they learn. Programmes are broken into content-rich, interactive modules for greater flexibility.

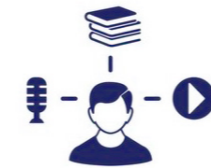
Within each module, learners will find written content, quizzes, case studies, questions for self-reflection and videos to support their development. They will also be able to interact with other participants and a GRA Facilitator on the class chat forum and find supporting resources in our expansive online library to enhance their understanding of the programme.



ONE-TO-ONE DELIVERY

If you're seeking personal development focused on enhancing your leadership skills and would prefer a tailored learning experience designed to focus on your specific challenges, blind spots and learning style, you should consider one-to-one training with a GRA Senior Facilitator.

We offer these intensive, personal learning experiences for individuals seeking to enhance their resilience, understanding of leadership theories and their practical application or executive coaching which incorporates Belbin® Team Roles and the Great People Inside® 360 feedback tool.



BLENDED LEARNING

If learners within your organisation have conflicting availability or a wide range of learning styles which requires multiple modalities, we'll work in partnership with you to create a bespoke blended learning experience.

Our blended learning combines available modalities as you require for a rich, adaptable learning experience that is suitable for all of your participants.





ONLINE SOLUTIONS



RESILIENCE FOR RESULTS

GRA's Resilience for Results Programme embraces cutting edge diagnostics technology, proven tactics and techniques as well as practical exercises to provide leaders with the tools to enhance their mental, physical and emotional resilience in the workplace. This adaptability enables people to thrive under pressure and offer a beacon of guidance, support and strength to others in the team.

LEARNING OUTCOMES

- Build an understanding of what resilience means
- Be able to recognise the difference between pressure and stress
- To understand what happens to the body in times of stress
- To learn practical ways in which to manage and deal with our own concerns in relation to stress and resilience levels
- To take away practical options of how to support other people in relation to stress and resilience levels



AVAILABLE MODALITIES:

Virtual Classroom		Self-paced E-learning	
Blended Learning		One-to-One Delivery*	

*For this programme one-to-one delivery would only be available as an add-on to the virtual classroom or self-paced e-learning.



ADAIR INTERNATIONAL
Action Centred Leadership

ACTION CENTRED LEADERSHIP

The difference between successful leaders and those who fall short, is the ability to balance getting the best out of their team, supporting and motivating them as individuals and still completing the task at hand. Adair International's Action Centred Leadership™ (ACL™) programme provides managers with the skills required to make difficult decisions effectively.**

LEARNING OUTCOMES

- Gain an understanding of the ACL™ model and how to apply it back in the workplace.
- Get the chance to take on a leadership role in a variety of experiential based exercises from the comfort of your own home
- Have an opportunity to increase your self-confidence by moving out of your comfort zone and trying new leadership styles
- Receive feedback from peers and facilitators on your leadership approach and team-player contribution
- The opportunity to reflect on your own approaches to leadership



AVAILABLE MODALITIES:



*For this programme one-to-one delivery would only be available as an add-on to the live virtual classroom or self-paced e-learning.

**This programme is delivered in partnership with Adair International.

BEYOND DEFAULT®

BEYOND DEFAULT

Leadership teams who are able to develop and execute effective strategy are critical to the success of any organisation. Without this collective capability, your organisation has very little control over its own future. Our Beyond Default®: Strategic Leadership Development Programme will help you to develop this capability - whether it's for your top leadership, your internal strategy team, or department managers forming a strategy - this innovative programme will provide you with the insights, tools and approaches required to put your organisation on a trajectory to an improved future.

LEARNING OUTCOMES

- Understand the principles of Beyond Default® including the impact of endogenous and exogenous forces
- Understand why developing and executing strategy remains a challenge for many organisations, and which capabilities are needed to increase the chances of success
- Face up to the default future of your organisation
- Operationalise strategic intent by creating the conditions that 'pull', as opposed to 'push', your organisation onto its target trajectory
- Develop and exercise collective leadership



AVAILABLE MODALITIES:



Self-paced E-learning



SELF & TEAM AWARENESS

GRA's Self and Team Awareness Programme ensures that leaders are able and encouraged to 'look in the mirror', improve their self-awareness as a leader and understand and reflect on their personality and leadership style. This programme also helps people to develop a greater awareness of how to build a high performing team.

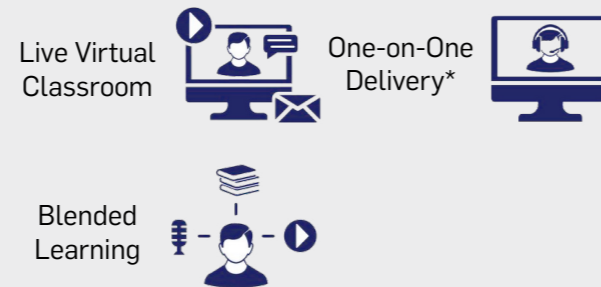
LEARNING OUTCOMES

- Increase self-awareness of your own leadership style, team contributions, personality, behaviours and how these impact the performance of others
- Gain personal feedback from a variety of questionnaires, tools, techniques and practical exercises and understand how these can be used to improve individual and team performance (tools include Belbin® Team Roles)
- Get to know other participants better and participate in the process of building an effective team/network across the business
- Understand personal motivation and the motivation of others
- Create a personal action plan to return to the workplace with



BELBIN®

AVAILABLE MODALITIES:



*For this programme one-to-one delivery would only be available as an add-on to the live virtual classroom.

BUILDING A SHARED VISION

Building a compelling, shared vision for the future of your organisation is critical to energising, inspiring and engaging your employees to work towards a common goal and create a platform for long-term success. GRA's Building a Shared Vision Programme utilising our proven framework and guided by our experienced facilitators, team members will contribute to the assessment of the current situation, development of a new vision and commit to an action plan that operationalises the strategic objectives of the organisation.



LEARNING OUTCOMES

- Analyse the organisation's internal and external environments to interpret the opportunities and challenges that exist
- Recognise the level of influence you have in regards to the organisation's weaknesses, opportunities and threats
- Align on the strategic vision you want to create for the organisation and decide the critical priorities to close the gap between the current reality and the future state you aim to achieve
- Understand how to operationalise the strategic vision and enhance the links between the organisation's strategy and people's day-to-day activities

AVAILABLE MODALITIES:



*For this programme one-to-one delivery would only be available as an add-on to the live virtual classroom.



COACHING ESSENTIALS

Most managers don't understand how critical coaching is for the development, growth, and performance of their people. Ken Blanchard® Companies leadership coaching programme, Coaching Essentials®, teaches managers how to effectively coach their employees—not just manage them—to increase productivity, create an environment of trust and autonomy, and deliver better bottom-line results.

LEARNING OUTCOMES

- Adopt the proper mind-set for coaching
- Increase the quality of conversations
- Accelerate individual and team progress toward objectives
- Create an environment of trust that nurtures the development of others
- Leverage four coaching skills that develop self-reliance in others
- Apply the four-step coaching process that results in clear agreements and action
- Identify when coaching is needed to help others reach a higher level of performance



AVAILABLE MODALITIES:

Live Virtual Classroom



SELF LEADERSHIP

What group spends their days working with customers and making your business run? It's your individual contributors. They are the silent majority of the organisation and without their motivation and commitment, nothing happens. Ken Blanchard® Companies Self Leadership development programme teaches individuals the mindset and skillset they need to become empowered, proactive self leaders who take control of their own success and are committed to getting results for the organisation.

LEARNING OUTCOMES

- Instil a common language for discussing development and performance
- Increase the quality and quantity of performance conversations
- Build more open and trusting manager-employee relationships
- Develop empowered, self-reliant leaders
- Increase the speed to mastery of key goals and tasks
- Increase performance, productivity and results



AVAILABLE MODALITIES:

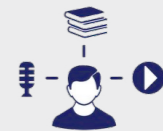
Live Virtual Classroom



Self-paced E-learning



Blended Learning





SITUATIONAL LEADERSHIP II



Situational Leadership® II (SLII®) boosts the effectiveness, impact, and dedication of leaders, and teaches them to behave in alignment with their good intentions, and in alignment with what their people need. It also introduces the 'Impact Map', which allows people to have a clear line of sight between the tasks they do on daily basis and the overall business goals, thus increasing engagement.


LEARNING OUTCOMES

- Understand the Situational Leadership® II theory and how it can help improve performance
- Learn how to diagnose the different development levels of staff and the appropriate leadership styles to use
- Recognise individuals' preferred leadership styles and the importance of being flexible in meeting the needs of employees
- Develop highly skilled leaders who excel at goal setting, coaching, performance evaluating, active listening, and proactive problem-solving
- Clarify individual goals and ensure alignment with the organisation's goals



AVAILABLE MODALITIES:

Live Virtual Classroom  Self-paced E-learning 

Blended Learning 



COACHING

GRA's coaching sessions are tailored to your needs. We offer coaching for individuals to identify their development needs and develop action plans, executive coaching for managers and leaders based on feedback via the Great People Inside® (GPI®) 360 tool, self awareness insights incorporating Belbin® Teams Roles and/or the GPI® 360 feedback and finally an intensive personal learning experience to understand key leadership and team development theory.

LEARNING OUTCOMES

- Understand your strengths and how to leverage these positively
- Understand any potential blind-spots and the impact this may have on relationships and results
- Highlight any gaps between where you currently are (personally or professionally) and where you want to be
- Develop a meaningful action plan and set SMART goals that will close gaps, address blind-spots and maximise your potential



AVAILABLE MODALITIES:



One-to-One Delivery



INSPIRING
EXCELLENCE



GET IN TOUCH

This brochure offers an insight into how our online learning solutions and modalities can provide your organisation with the perfect platform to help individuals and teams to accelerate their development and achieve better results.

We can tailor our programmes to your timeframe and learning outcomes, therefore if you'd like to learn more about how we can support your organisation please contact us to setup a call, free demo or meeting with our learning and development specialists.

With over 25 years' experience in this industry, we are confident that we will be able to help you achieve your aims with a package that goes beyond typical training solutions.

CONTACT DETAILS

For further information or to book a meeting or demo please contact us via:

✉ enquiries@gra.uk.com

☎ 01962 779911

🌐 www.gra.uk.com/contact-us





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For more information or to discuss your requirements please contact:

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