

What to expect from a Strengths Discovery workshop

- An engaging 90-minute workshop that has a direct positive impact on team relationships, performance and wellbeing
- An introduction to the psychology and benefits of playing to strengths
- An opportunity for people to develop their skills around spotting strengths and giving strengths-based feedback
- Pre-work and post-work to enhance and develop learning
- Initiating conversations about individual and team strengths use and collaboration that can be continued into the future



FAQ

What does CS Teaming mean?

'Teaming' means coming together as a team and working towards a common goal.

What size team can attend Strengths Discovery?

The workshop is available for intact teams of up to 8, 12 and 16 people.

Is it a standalone module?

Yes, the module is designed to stand alone. However, for maximum impact it can be followed up with the CS Teaming and Facing Challenges Together modules.

What platform does the session use?

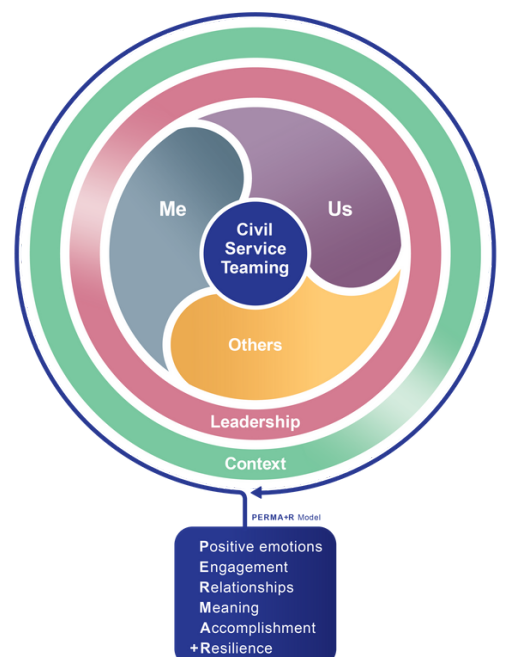
The standard session uses MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When new or evolving teams need to get to know each other and build strong connections
- When teams are struggling with negativity and need to nurture a positive focus
- When team members need to develop confidence and skills around giving feedback
- When a performance, motivation and wellbeing boost is needed

What is the evidence behind this session?

All workshops are underpinned by positive psychology. This is the scientific study of the strengths that enable individuals, teams and organisations to thrive.



For more information:

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To book:

✉ events@civilservicelearning.uk

What to expect from a CS Teaming workshop

- An engaging 90-minute workshop that has a direct positive impact on team relationships, performance and wellbeing
- An introduction to the psychology of positive wellbeing and resilience
- A safe space for the team to connect
- A meaningful conversation about how the team can support one another
- Pre-work and post-work to enhance and develop learning
- Initiating conversations about team effectiveness that can be continued in the future

FAQ

What does CS Teaming mean?

'Teaming' means coming together as a team and working towards a common goal. The Civil Service Teaming model focuses on Me, Us and Others at its core whilst recognising the importance of Leadership and the Context we are in.

What size team can attend CS Teaming?

The workshop is available for intact teams of up to 8, 12 and 16 people.

Is it a standalone module?

Yes, the module is designed to stand alone. However, for maximum impact it can be combined with the Strengths Discovery and Facing Challenges Together modules.

What platform does the session use?

The standard session uses MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When team members need to better support each others' wellbeing
- When a team needs to collaborate more effectively
- When a team could connect more effectively with other areas of the department
- When a safe, positive platform is needed for giving feedback to team leaders around team culture

What is the evidence behind this session?

All workshops are underpinned by the PERMA model. This is a robust, measurable framework to help us understand positive psychological wellbeing and empower us to take action to strengthen our own and others' wellbeing.

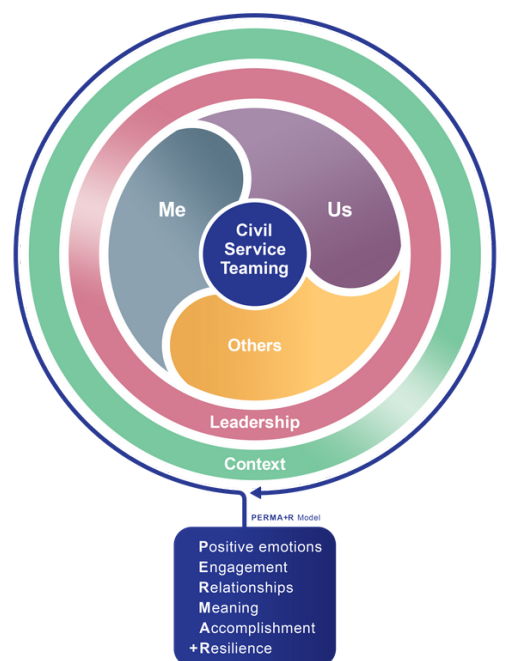
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What to expect from a Facing Challenges Together workshop

- An engaging 90-minute workshop that has a direct positive impact on team relationships, performance and wellbeing
- **Clarity over a key challenge** and key priorities connected to this challenge
- Positive energy generated and directed towards overcoming this challenge using Appreciative Inquiry.
- A **strategic plan** and individual actions connected to this plan
- Pre-work and post-work to enhance and develop learning

FAQ

What does CS Teaming mean?

'Teaming' means coming together as a team and working towards a common goal. The Civil Service Teaming model focuses on Me, Us and Others at its core whilst recognising the importance of Leadership and the Context we are in.

What size team can attend Facing Challenges Together?

The workshop is available for intact teams of up to 8, 12 and 16 people.

Is it a standalone module?

Yes, the module is designed to stand alone. However, for maximum impact it can be combined with the Strengths Discovery and CS Teaming modules.

What platform does the session use?

The session is run as standard with MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When a team needs to accelerate progress towards overcoming a challenge
- When a team seems 'stuck' and needs a new approach to boost motivation
- When levels of commitment and engagement are inconsistent amongst team members
- When a new team has formed and they need to align their energy and focus

What is the evidence behind this session?

This workshop is underpinned by Appreciative Inquiry, a way to ask questions and envision the future in order to build on the present potential of a given person, team or situation. It has been shown to encourage creative thinking and foster positive relationships (Cooperrider, 2008).

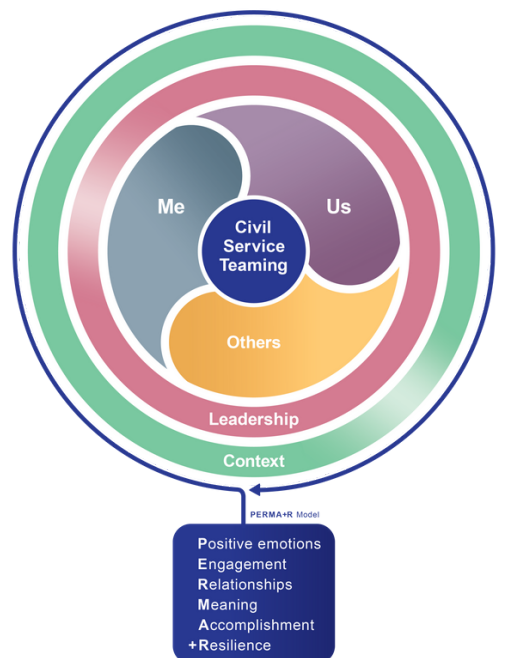
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"Lots of useful and thought-provoking ground covered in such a short session - thank you."

"I have found the sessions really energetic and great way to learn virtually - thank you."

"If you're a little bit more introverted you end up having to say something. In a classroom situation those people can very often get overlooked."

"Thank you, really great session to reflect on elements of working life that sometimes don't get the chance to!"

"Really helpful to get to know the team being fairly new, this will help with collaboration."

"It's so beneficial for us to take time out of busy schedules to really check in with each other; hopeful we can keep these positive conversations going."

"Really inclusive and insightful."

"I feel like I've learnt a lot about people I work with closely."

"It's great the functionality that zoom has enabled - it almost works better than if it was in person- I'd probably encourage more of these once it's over with Covid."

"Thank you so much. Great sessions and really good discussions. Lots to think about!"

HMRC: Modules 1 and 2

All the participants took something from the event (don't always) and thoroughly enjoyed it. Some feedback we received from attendees was:

- I Really enjoyed the session. It was clearly designed with the psychology behind it, made to look simple and easy to grasp but got to the grass roots of things.
- The Strengths Discovery workshop was really good – I'm a firm believer, it challenged us to step outside of our comfort zone. People have natural strengths and a good business/manager would acknowledge those strengths for the greater good of the business, but don't think this always happens in HMRC, this certainly will help.
- Throughout the Strengths Discovery activity, I discovered a lot about colleagues, very enlightening and has stayed with me.
- Really enjoyed the whole event in that it appeared fresh. The pre-event work, was good as it was relevant and covered on the event.
- Although I came into it with preconceptions having heard it all before over many years in learning I was pleasantly surprised at the way it was delivered very effective.
- Personally gained from it and felt that those who couldn't attend but need to be encouraged. We need to think about how we (individually and collectively) put into practice what was presented to help address the areas that need it.

DIT: Module 1-2

The People Policy and Employee Relations Team in DIT recently took part in Civil Service Teaming. It was originally planned to be delivered in person, but we were really impressed how Bailey and French quickly adapted the learning to a virtual environment, and even split it into two shorter sessions to minimise spending too long sitting in one place staring at a screen for several hours!

We found the workshops particularly helpful in the current context of COVID-19, while we're all working remotely. It was great to have the opportunity to take some time out from our day jobs and really focus on reflecting on the things that help us to be at our best. It was refreshing to take a step back and concentrate on our personal development, and certainly gave us all some new ideas, which we have agreed to putting into practice soon.

DCMS: Modules 1-3

Our team has gone through a growth spurt and we have had a lot of people join us at a particularly challenging time – and many of us have never even met in person. CS Teaming has helped us to come together better as a team, to understand our individual and collective strengths, and how we can harness these to make positive changes to how we can achieve our goals.

