

LIVE EXPERIENTIAL LEARNING WORKSHOPS FOR PEOPLE MANAGERS

PARTNER WITH COACH JENNY TO ACCELERATE THE IMPACT OF YOUR MANAGERS

SET YOUR PEOPLE MANAGERS UP FOR SUCCESS DURING COVID-19

Even the most seasoned people managers are struggling to handle these latest challenges. This learning webinar series will quickly uplevel your people managers' ability to build strong, cohesive virtual teams that get results you never thought possible in a global crisis.

We offer a series of **six high impact 1-hour webinars** to help managers become even more effective and productive during crisis and change. Each webinar can accommodate up to 30 People Managers/Leaders.

- Purchase a single or multiple webinars for \$1600 each
- Exception is #4, a 90mins webinar for \$2100
- Or the complete series of six for \$9800 (\$300 discount)
- To purchase contact Jayne@Churchill-Ig.com
- Coach Jenny will reach out to schedule the best times for you once purchased

THE SIX WEBINARS TO SET YOUR MANAGERS UP FOR SUCCESS

1. Manage Your Time Effectively When Working From Home

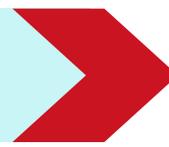
2. Master Honest Conversations Remotely

3. Overcome The Most Common Challenges Remote Teams Face

4. Unlock Greater Team Resourcefulness From a Distance (90mins)

5. Make Virtual 1:1s Work for You and Your Team

6. Run Virtual Meetings That Your Team Will Love



1. Manage Your Time Effectively When Working From Home

THE CHALLENGE

As a people manager, you can only be as strong for your team as you are for yourself first. However, with so much to juggle on your team, at home and in your head right now, it is hard to find your usual focus and the time you need for your own commitments.

Finding the time and space that you need for quality thinking often feels like chasing shadows. It's on the list but other things and people crowd it out. Where you would previously have smashed through your to-do list and achieved results daily, now completing any task at all seems like an endless uphill struggle. When such a pattern as this becomes engrained and sustained, it can lead to a lack of productivity and personal impact, along with reduced energy and self-esteem.

Ultimately, a lack of focus and direction diminishes your ability to lead your teams with the vision and vigor that they need from you right now.

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

- Strengthen yourself first so you can be strong for your team
- Identify what's important before you even begin your day
- Carve out uninterrupted time and space to focus
- Stop neglecting your most fundamental needs
- Communicate your unique needs to your team and loved ones
- Better manage your own and others' expectations
- Reconnect with your old productive and purposeful self
- Commit to positive habits that will propel you and your team forward

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

CLIENT RECOMMENDATIONS

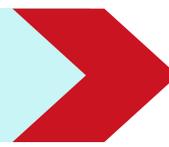
“Utterly engaging and practical. Just what I needed”

“I reset my calendar and priorities immediately”

“So interactive. The learnings resonated with me as much as they would have done in a physical room.”

IDEAL AUDIENCE

All employees and especially people managers who are most at danger of burnout due to long work hours.



2. Master Honest Conversations Remotely

THE CHALLENGE

Just because you and your team have transitioned to virtual does not mean that difficulties and misalignments on your team have gone away.

In fact, challenges that once existed in a shared office can often become even more amplified and problematic in a remote working environment. Additionally, the unique challenges of working remotely during a crisis such as this can trigger undesirable behaviors and dynamics that did not exist previously. It is not OK to ignore or avoid these difficulties. Left to fester, these ‘elephants in the virtual room’ can create even greater challenges and dysfunction for you, your team, stakeholders and the business itself. However, here’s the challenge:

- How do you have an honest conversation with someone on your team virtually when you can’t rely on all the usual body cues and rapport-building techniques that used to be available to you both in a physical space?
- How can you ensure that having an honest conversation remotely won’t make the situation even worse?
- What do you need to do differently in a remote setting versus face to face when there is a need to have that sensitive, honest conversation?
- How can you have an honest conversation when you know full well that it has the potential to derail an important relationship and your team member’s ability to progress?

CLIENT RECOMMENDATIONS

“I love this framework. I wish I had discovered it years ago”

“It was really useful to practice real honest conversations in the breakout rooms”

“I have been putting off an honest conversation for weeks. Now I’m ready to go for it.”

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

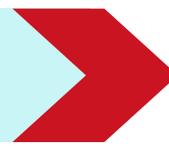
- Identify what causes difficulties or tensions in the first place
- Consider the key differences between virtual and face-to-face conversations
- Understand your unique response to conflict
- Overcome the most common pitfalls of honest conversations
- Practice using a framework for giving feedback
- Develop effective ways to ask for feedback and co-create solutions
- Have honest conversations with empathy, clarity and confidence
- Commit to next steps for more constructive honest conversations remotely

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

IDEAL AUDIENCE

All employees and especially people managers who need to have more honest conversations.



3. Overcome The Most Common Challenges Remote Teams Face

THE CHALLENGE

Since it is no longer possible to read the team by simply walking around the office, how can people managers take their team's temperature remotely?

This pandemic presents people managers with an unprecedented puzzle:

- How much communication is too much, too little or just enough?
- What can you realistically expect of your team now that some members have caring responsibilities and other commitments?
- If you hold your team members to account, will this exacerbate their levels of stress and anxiety?
- If you don't hold your team members to account, will standards slip and other dysfunctions take root?
- When you cannot see what your teams are doing or how they are doing it, what should you assume?
- Some team members seem to be available all the time while others are hardly ever available.
- Is this OK or should you address it? If so, how?

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

- Harness the remote leadership model to strengthen your impact
- Overcome the most common challenges remote teams face
- Minimize stress and anxiety for your remote team members
- Check in without checking up
- Address ambiguity and confusion around roles and expectations
- Understand the key levers for a cohesive, high-performing remote team
- Commit to positive habits and next steps to create strong remote teams

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

CLIENT RECOMMENDATIONS

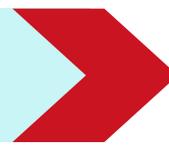
"I am much clearer now on how to meet the diverse needs of my remote team"

"It is time for me to start building more trust on my team. This session has given me the building blocks to do that"

"Many of these best practices were new to me. I learned so much in just one hour. The time flew."

IDEAL AUDIENCE

Both new and seasoned managers of remote teams.



4. Unlock Greater Team Resourcefulness From a Distance (90mins)

THE CHALLENGE

As a people manager, you want to keep your virtual door open to your team members. After all, they are facing unprecedented personal and professional challenges right now. However, you've noticed that some team members are asking if they can run past you things that previously they would have handled on their own. They are looking to you for answers, ideas, and solutions as they adapt to their new circumstances.

Sure, many of the old processes and ways of working are no longer fit for purpose. You recognize that this is causing frustration, inefficiencies, and ambiguity. But the truth is that you don't have all the answers. If only your team would come up with more ideas of their own. If only they would take more ownership of the problems that they see and suggest more solutions.

As a people manager, how can you make it possible for your remote team members to come together in a meaningful way to generate more ideas and solutions of their own?

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

- Harness the first principles that underpin empowered thinking
- Role model an innovative, 'fail often, fail fast' approach
- Get clear on your and others' needs before resourcefulness can happen
- Practice asking powerful questions that unleash more resourceful behaviors
- Demonstrate a growth mindset
- Commit to a 'leader as coach' style to unlock greater resourcefulness on your team

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

CLIENT RECOMMENDATIONS

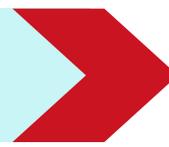
"The coaching conversations in the breakout rooms made me realize that I give out advice far too readily"

"I learned some really practical ways for my team to be more vulnerable with each other"

"Wow, I had no idea how many powerful open questions I was missing out on!"

IDEAL AUDIENCE

Both new and seasoned managers of remote teams.



5. Make Virtual 1:1s Work for You and Your Team

THE CHALLENGE

When everyone on your remote team has different needs, strengths, and struggles, it can be hard to know when 1:1s are often enough, long enough, valuable enough, or indeed a waste of precious time. While you want to check in, you don't want team members to misconstrue that you're checking up.

Without the usual social and physical cues that you'd ordinarily pick up while walking around the office, it is almost impossible to tell how your people really are and what they are really doing.

- How can you convey interest, concern, and support without intruding on someone's personal boundaries?
- With so many people on your team fulfilling caring responsibilities at home, how can you ensure that the 1:1 time you do have together is used meaningfully and efficiently for every single person?
- What needs to be different now in how you approach virtual 1:1s versus the face-to-face 1:1s prior to COVID-19?

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

- Overcome the most common challenges of virtual 1:1s
- Get clear on the frequency, priorities and desired outcomes for virtual 1:1s
- Practice using a framework to look back, look forward, set objectives and track goals
- Adapt your approach to better meet the diverse needs of those on your team
- Commit to next steps that will enhance the impact of your virtual 1:1s

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

CLIENT RECOMMENDATIONS

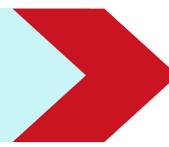
"The framework for 1:1s is such a helpful structure. I had never considered this before"

"I usually run my 1:1 meetings much the same for everyone. Now I see the huge benefits of adapting my approach"

"What a practical session. I'm going to put these techniques into practice right away"

IDEAL AUDIENCE

Both new and seasoned managers of remote teams.



6. Run Virtual Meetings That Your Team Will Love

THE CHALLENGE

Bringing together a distributed team with different daily routines to their computers at the same time is a challenge in itself. Doing this in a way where no-one is bored, distracted, going off-topic, or falling behind is a whole other matter.

Add to this a team made up of extroverts, who talk to think, and introverts, who think to talk, and at times it can seem almost impossible to get any balance to participation levels. When 55% of communication comes down to body language, and another 38% is tone of voice, creating connection and community in a virtual meeting can be especially challenging.

Remote team members don't necessarily have opportunities for casual chats and incidental jokes that help build the kind of rapport that might get carried over to team meetings. This makes rapport-building a lot more clunky when everyone comes together virtually. Besides, some people are really not comfortable speaking up, so is it right to expect them? Sometimes, quite accidentally, team members can speak over each other and on other occasions no-one speaks at all.

- Is it better for everyone to speak freely or to call on people by name and ask them to contribute?
- Does everyone need to have their camera on throughout the meeting or just the person presenting?
- Is it better to mute everyone while someone is speaking?

To facilitate a virtual team meeting that builds rapport, keeps everyone engaged, focuses on the important topics and allows for collaboration does not just happen by chance.

IDEAL AUDIENCE

Both new and seasoned managers of remote teams.

LEARNING OBJECTIVES

Expert teaching, consulting and coaching with practical best practices to empower you to:

- Overcome the common challenges of virtual team meetings
- Set clear expectations around behavior, roles, and participation
- Elicit creative ideas and insights from even the quietest member on the team
- Develop a team that can innovate and collaborate effectively in virtual meetings
- Create a great meeting agenda, stay on track, and end with an action plan
- Commit to next steps and a clear plan to make virtual team meetings fun, participative and productive

BONUS MATERIAL

All participants receive a resource booklet containing key insights from this session that they can use as a journal and reference going forward. For those who wish to go even deeper into the subject, there is also a section on recommended reading and listening.

CLIENT RECOMMENDATIONS

“When my team gets together, the same people do most of the talking. I’ve taken away some great ideas to get more voices on the call”

“I really miss casual chats with my team. From now on, I’m going to make a point of scheduling time for this in our meetings”

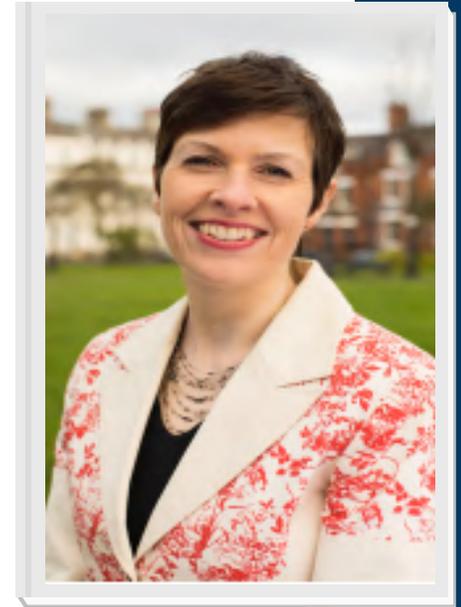
“I loved all the ideas on how to get different people to contribute to the agenda in advance”

ABOUT CHURCHILL COACH JENNY

She is a sought-after executive coach and expert facilitator, plus she brings you real world proven leadership from the finance/tech industry.

For a decade at PayPal, Jenny led cohesive, high-performing teams remotely through times of unprecedented change and uncertainty. She has a deep understanding of the complex challenges and opportunities that fast-paced environments face.

Jenny equips both virtual and face-to-face teams, leaders and organizations to overcome their challenges and achieve success they never thought possible. She debunks fears around remote working with a sense of warmth and empathy that puts people at ease right away.



Here's what people say about Jenny's lively and practical webinars:

- “The breakout sessions were excellent. We had some highly insightful conversations. I feel more equipped to get the best out of my team.”
- “The interactive nature of the session was excellent. I felt involved and engaged throughout. The participation was great.”
- “I learned so much. I was totally immersed in the topic. I will be able to have more empowering conversations with my team now. I got a lot out of the coaching practice sessions especially - so practical.”

Credentials:

- BA in English Language and Literature
- MA in Gender, Society and Culture
- Postgraduate Certificate in Business and Executive Coaching, accredited by the European Mentoring and Coaching Council at Master Practitioner Level
- Association for Coaching, Ireland - Head of Corporate Development
- Lean In - Regional Leadership Team