

'We believe that every individual is capable of so much more & that when an individual's goals are aligned with an organisation's purpose, the most amazing things can happen.'

'If you believe what we believe, then let's explore what amazing things we can accomplish together.'



Amanda Riddle
Managing Director



Contents

| | |
|-----------------------------------|--------------|
| Our Vision & Values | 3 |
| Why Learning Consultancy | 4 |
| How do we Work? | 5 |
| How do we Work Together | 6 |
| Our Tools & Techniques | 7 |
| Your Learning Consultants | 8 - 9 |
| Customer Projects | 10 |
| Your Business Investment | 11 |



Our Vision & Values

OUR VISION

'To actively empower individuals to achieve their maximum potential and deliver maximum business results'

We believe...

- To behave differently, we first need to think differently
- Healthy, productive relationships are the critical foundation for any business success and personal happiness
- Successful businesses are simply a collection of inspired people who are engaged to achieve their own goals through their commitment to the business purpose
- Leaders in successful businesses lead by example and inspire people to be their very best

...in P.E.O.P.L.E



Passion



Empower



Objective



Potential



Learning



Energise



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What are our specialities?

- ✓ We ensure that learning meets your specific business goals
- ✓ We tailor learning to inspire your employees to learn
- ✓ We design Creative & Stimulating learning environments for your employees
- ✓ Our 'Achieving Results' process evaluates the impact of your learning
- ✓ We provide ongoing learning to implement, embed, engage and transform your business culture



- **Cultural Change**
- **Employee Engagement**
- **Leadership Development**
- **Sales & Customer Services**
- **Talent & Succession Planning**
- **Performance Management**



How do we Work?

We design and build learning processes that work and bring the results you want.

Using our own unique '**Achieving Results**' process ensuring that your investment brings you results



How do we Work Together?

Us...


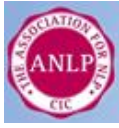

- ✓ Ensure your programme meets your specific goals
- ✓ Inspire participants to learn and apply their learning
- ✓ Provide pre and post learning activities to embed learning
- ✓ Create a stimulating environment for learning
- ✓ Provide visual reminders of the learning experience as emotional memory triggers
- ✓ Enable individuals to manage their own learning experiences in the best way for them
- ✓ Support with an online database of all SDI Profile information along with individual / team profiles
- ✓ Communicate with the stakeholder group to ensure programme stays on track, progress is made and goals are achieved

You...

- ✓ Allocate an individual who will work with us to manage your learning programme
- ✓ Identify the right delegates, match needs to learning goals and ensure real commitment and buy-in
- ✓ Ensure agreed actions are undertaken to support the learning
- ✓ Actively embed the learning back into your workplace
- ✓ Participate in stakeholder reviews to ensure we stay on track
- ✓ Provide a mid-term review and develop a case study and testimonials



Our Tools & Techniques

| SDI | NLP | BRAIN FRIENDLY LEARNING |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>The suite of development tools (including the SDI®) based on Relationship Awareness Theory® by Elias Porter. A learning model for effectively and accurately looking at human relationships that aids in:</p> <ul style="list-style-type: none"> • Building communication, trust and empathy • Developing effective and productive relationships • Understanding own and others key drivers • Increasing self-awareness and personal impact on others • Enhancing adaptability in managing self and relationships |  <p>Use of NLP tools, techniques and philosophy to increase personal ownership and responsibility which aids in:</p> <ul style="list-style-type: none"> • Increased self-awareness and empowerment to act • Increased relationship awareness, impact and influence • Greater ability to manage self and others effectively to achieve results |  <p>Use of Brain Friendly Learning techniques as a philosophy with a wide variety of learning techniques for making learning faster, more fun and more effective. It respects and is aligned with individuals' natural and unique learning styles and encourages the creation of personal meaning from learning, with the following key steps:</p> <ul style="list-style-type: none"> • Motivating Minds – creating the most positive and receptive state for learning before, during and after the event • Absorbing information – using a full sensory experience that makes learning memorable and inspiring • Search for Meaning – utilising Gardner's multiple intelligences to explore and make sense of learning in their own way • Trigger Memory – creating a variety of memory triggers and access points to memory to ensure that the learning can be easily recalled • Exhibit Learning – building confidence, activating and applying learning in real contexts to facilitate easy transfer to real life situations • Review to Retain – using the full post learning process to transfer learning to long term memory and permanently embed the learning |



Your Learning Consultants



Amanda Riddle
Managing Director

- ✓ Amanda has over 25 years' experience in HR & Learning & has ran a profitable Learning Consultancy Business for over 10 years
- ✓ Experience of working across a wide range of businesses from Government Funded business, food retailers, Logistics & Distributions, Pharmaceutical & Manufacturing sectors
- ✓ Implemented cultural changes involving Employee Engagement Programmes from the top of the business to every man-manager
- ✓ Supported Heston Blumenthal in delivering Exceptional Customer Service for a national food retailer
- ✓ Worked in partnership with Senior Management Teams to implement strategic & operational goals, increase performance, productivity & the bottom line profits
- ✓ A proven track record of working with leaders & managers to develop leadership skills, increase engagement, grow sales, improve customer services & deliver successful changes
- ✓ Certified Train the Trainer with People 1st & delivers programmes in the UK & Eastern Europe



Steve MacAlister
Learning
Consultant

- ✓ Steve has over 20 years' experience as a training & events facilitator
- ✓ With a background in retail management followed by Consumer & business to business sales he is professional, engaging and down to earth in his approach
- ✓ Steve is highly competent in the areas of Training Needs Analysis, Design & Delivery & the use of effective debrief/review techniques
- ✓ Specialises in Communication Skills, Selling & Negotiation Skills, Customer Care, Management & Leadership Skills & Team Development through Experiential Learning through Indoor & Outdoor Team Building activities
- ✓ Experienced with the Strength Deployment Inventory & other self-awareness tools which are some of our core tools
- ✓ Steve is focused on delivering high energy training & event solutions to a wide variety of organisations both in the UK & overseas
- ✓ Steve also works with the Princes Trust, the Scout Association & other groups where he is involved in many initiatives to help equip young people with motivation, confidence & a variety of skills.



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Your Learning Consultants



David Taylor
Learning
Consultant

- ✓ David has over 20 years Public & Private Sector background in engineering, training & sales
- ✓ 9 years' experience of working with a major international training & consultancy organisation
- ✓ Proven track record as a leader in the field of personal development with a focus on Senior Executive Leadership, Management Development, Sales & Negotiation
- ✓ Working in sectors as diverse as Hospitality, Manufacturing, Local Authority, Logistics & Distribution & Primary Education
- ✓ He has forged successful partnerships with major blue-chip companies in the UK & Europe to deliver effective senior management integration with the delivery of stated business goals
- ✓ Developed & delivered ILM accredited management & customer service programmes



Rosie Garwood
Learning
Consultant

- ✓ Rosie is a management coach, trainer and mentor.
- ✓ Rosie has committed her entire career, across the voluntary, statutory and private sectors, to relationship management, people development and getting the best out of individuals and teams.
- ✓ An accomplished trainer and facilitator, working with groups of 2-200, and has a wealth of experience coupled with an uncanny insight into peoples' behaviour and drivers, particularly when working under pressure.
- ✓ A qualified Coach with the Institute of Leadership & Management (IM), and works with ambitious managers, directors and business owners.



Customer Projects



Leadership Programmes at all levels, Change Management, Sales Development & Coaching, Team Dynamics, 121 Coaching, Communicating & Influencing, Conflict Management, Increasing Productivity, Regional Project Facilitation



Employee Engagement Programmes for all Managers at all levels, Team Dynamics



Leadership Programmes at all levels, Sales & Customer Services as part of the Heston Blumenthal Launch, Implement Learning Culture with Regional Trainers, 121 Coaching



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Your Business Investment

| Cost | Payment Process |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ✓ Costings are priced in line with each learning and development project ✓ Plus expenses for travel, accommodation & materials which cannot be estimated as part of the project | <ul style="list-style-type: none"> ✓ 20% non refundable deposit on signed contract ✓ Monthly invoicing for remainder of contract ✓ All invoices to be paid with 14 days |

YOUR ULTIMATE GUARANTEE

If you feel that our learning programmes aren't meeting our agreed objectives and we can't do anything to change the situation, then we'll refund your investment

What Next?

If you would like to discuss a consultancy partnership then please email amanda@outlookpartnerships.co.uk or call 01162 374 558

We look forward to working with you!



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