



# Overview of Training Offered

**TRAINING IS BESPOKE** and designed with your specific requirements in mind (on-site or online). Delivered in **Single Sessions (2 hours)**, in **Series across 3 weeks (3 sessions x 2 hours)** or in **Block** to meet the needs of specific workplaces.

## PERSONNEL SELECTION & ASSESSMENT

### Getting the Person-Job Fit Right

- Getting it Right First Time: Behavioural Interview Panel Training
- Finding the Right Person for the role: 'Assessment Centres' towards Best Fit, incorporating psychometrics as an aid
- 'Impress & Achieve Interview Success' – sowing a Psychological Contract that will Blossom
- Conducting Effective On-Line Interviews

## CAREER PROGRESSION PLANNING

Getting the Senior Leadership Bench Right

Considerations of the Implications of Leading for the Aspiring Senior Leader

### WEEK 1:

- Embracing Middle Management Roles (2 hours x 3 part series)
- Define Middle Leadership and its implications for practice
- Examine the Role & Reality of Middle Management from a 'leadership' perspective

### WEEK 2

- Explain the psychology of 'organising' vs. 'organisation' in the workplace
- Look at staff relations, the 'psychological contract', people in groups, and teams
- Discuss planning for success
- Examine approaches to Motivation to enhance staff engagement

### WEEK 3

- Define 'conflict', examine approaches to dealing with conflict and finding a resolution
- Respectful Communication in the Workplace

## STRATEGIC DEVELOPMENT PLANNING

**(Also offered as an on-site project to Workplaces in Crisis)**

- Planning Together with the Long-term in Mind
- Strategic Foresight – From Short-Term Fire-Fighting to Long-Term Stability
- Talent Audit towards Workplace Engagement and Motivation



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### LEADERSHIP MATTERS

- The Complete Leader's Toolkit – The Top 5 Characteristics of Leadership (with Self-Coaching Guide)
- Balancing the Yin and Yang of Leadership for Heightened Success
- EQ Emotional Intelligence for Success (with Workbook) Leader Training / Whole Staff Training
- The Senior Leader – Who Takes Care of Me?
- Capital Quest – Equipping the Senior Executive to Optimise Team Potential
- Leading from the Front – Mission driving Vision, Realism grounding Success
- Staff Wellbeing and the Leader's Role in Staff Resilience
- Critical Skills for Future Leaders
- Leadership Megatrends in the Future
- What Modern Day Workers Value Most and Expect from Leaders
- Time Management towards Productive Leadership

### STAFF RELATIONS – WORKING TOGETHER – SAFE COMMUNICATION

- Co-Creating a Great Place to Work is Everyone's Business (Series of 3 x 2 hour sessions)
  - Effective Communication & the Leader's Role in Staff Resilience; Conflict Management; and Dignity at Work
- Intergenerational Learning: An Untapped Treasure
- Respectful Communication in the Workplace
- Relationship Building – the currency to Thrive
- Conflict Management – A Local Solution to a Local Problem
- A MATTER OF PERCEPTION – Avenues to Minimising Stress in the Workplace
- Turning the Negative to Positive in the Toxic Workplace – It starts with YOU
- Breaking the Cycle of Bullying in the Workplace – Embracing the Healing Journey
- The Psychology behind Answering the Hard Questions, with Conviction and Poise
- GDPR & Health and Safety in the Workplace, On-site and Remote
- Cultivating Staff Wellbeing when WFH

### TEAM WORK - ILLUSION OR REALITY

- The Ingredients of Effective Teamwork
- CPD – Moving from Benign Powerpoints to Action Mapping together
- Owning the Journey – Celebrating Success Together

### HEALTH & WELLBEING IN THE WORKPLACE

- Wired for Success – “Knowing ME: Understanding YOU”
- Your Health & Wellbeing Matters
- Mindset Matters
- Standing Tall as a Professional
- Getting Work/Life Integration Right
- Time Management for Heightened Productivity
- Focus for Results
- My Workspace: Optimising Workspace Ergonomics towards Order & Heightened Productivity



## **Teresa Hand-Campbell** **Director of THC Consult**

Teresa Hand-Campbell is the Founder and Director of THC Consult, an Ireland-based company with a global reach. As an Occupational Psychologist, Educationist, Business Executive Coach and certified Mediator, she educates, motivates and inspires her clients on their journey to achieving optimum potential.

An Associate of Career Decisions, Ireland's Best Professional Services Company (National Guaranteed Irish Awards 2022) Teresa's solid impact as Expert Advisor and Motivator is noteworthy.



Teresa specialises in all aspects of behaviour, relations, motivation and engagement at work, facilitating executive coaching, training, teamwork, career progression, recruitment drives, action mapping and strategic planning with organisations, large and small, across both private and public sectors. She has successfully coached over 400 Senior Executives and continues to lecture to Masters level in Leadership & Management in the Workplace at University of Limerick. A WRAW Master Practitioner (Workplace Resilience And Wellbeing), Teresa is also a multi-science analyst using DISC and is a registered Test User (1 & 2) with the British Psychological Society.

A keynote speaker, Teresa delivers inspiring bespoke Talks and Training to audiences of all sizes around key topics of interest, most notably: 'Approaches to Co-Creating a Great Place to Work', 'Effective Communication at Work', 'The Leaders' Role in Staff Resilience', 'Conflict Management: A Local Solution to a Local Problem', 'The Complete Leader in a Virtual World', 'Achieving Work-Life Integration', 'Emotional Intelligence as the Modulator of Stress among Leaders in the Workplace' to name but a few.

An Executive Contributor to Brainz Magazine, Teresa is a prolific writer; her most recent Case Study and bespoke Recommendations, entitled: 'Building a Culture to Grow & Thrive' was undertaken for Catalyst Clinical Research, a large, multi-award winning clinical development organisation with headquarters in Wilmington, North Carolina, USA.

Teresa's motto: 'Knowing ME: Understanding YOU' rests on her belief that to know oneself is to ensure true understanding of others we come in contact with.

*Teresa Hand-Campbell*