



## About Us

THC Consult is Ireland's only Organisational Psychological service offering expertise garnered across 30 years of leadership in both education and business sectors. Teresa blends this unique combination of expertise together with Business Executive Coaching, Mediation, Occupational Psychometric testing (Reg. Test User 1 & 2, BPS) and professional Multi-Science Analysis and WRAW Master practice, using cutting edge tools and techniques to assist individuals and teams in identifying their strengths and areas for development, and to guide organisations in hiring and growing best talent.

## Our Mission

We are committed to sharing our accumulated experience, ongoing learning and wide-ranging expertise with a growing following of leaders, emergent leaders, entrepreneurs, workers and individuals at every stage of development across the lifespan. Seeking to highlight the undeniable symbiotic relationship between business and education across the lifespan.

## Industries We Serve

- ✓ Education
- ✓ Technology
- ✓ Healthcare
- ✓ Engineering
- ✓ Finance
- ✓ Non-profit



### Bespoke Training

Work dynamics, leadership, teamwork, conflict management, communication



### Selection & Assessment

Leading/ Guiding Personnel Selection & Assessment



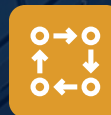
### Executive Coaching

Unlocking potential coaching leadership, accountability, and productivity



### Workplace Mediation

An impartial third party in workplace and community disputes



### Psychometrics

Personality, Ability, 5 Sciences (DISC) and WRAW (Resilience)



### Writing & Presentations

Professional services helping you to showcase your journey

Call us for  
more info



**+353-85 811 5811**



Athlone, Roscommon



[www.thcconsult.ie](http://www.thcconsult.ie)



[teresa@thcconsult.ie](mailto:teresa@thcconsult.ie)



**085 811 5811**



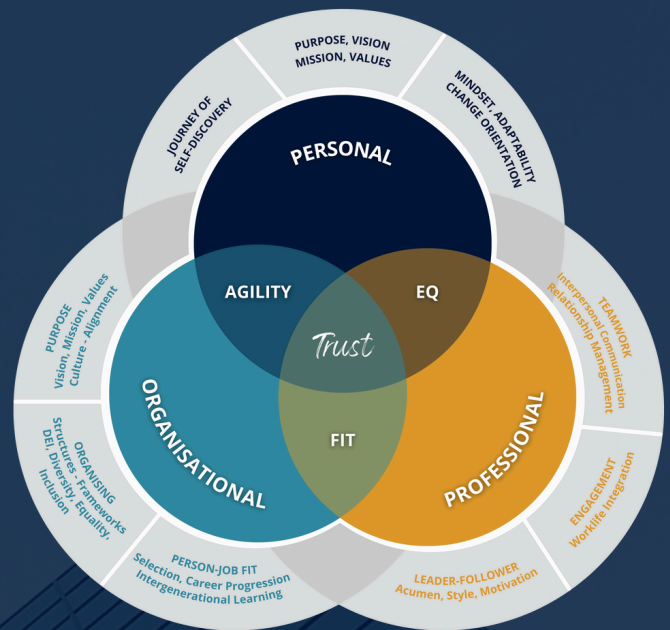


## Overview of Training Offered

Training is bespoke and designed with your specific requirements in mind, and delivered either on-site or virtually. Topics may be aligned to meet your personal 'coaching' or 'mentoring' needs which are agreed during our initial consultation.

Training is delivered in Single Sessions (2 hours), in half-day or full day sessions. On-site, whole staff, senior leadership team or ISMT training is offered on request at key junctures across the academic year. Alternatively, a series may be delivered across three weeks, with 2 hours x 3 sessions, once weekly or in block to meet your organization's specific needs.

The theme 'Wired for Success: Knowing ME – Understanding YOU' is THC Consult's anchor as we pursue 'Co-Creating a Great Place to Work'. Ongoing professional development is a solid route to success aided by an understanding of the interdependence of the personal, professional and organisational pillars of our lives.



### PERSONAL

- Journey of self-discovery – Routes to knowing my strengths, realising my potential
- Weaving agile vision, aligned with your values and purpose
- Unconscious bias – Recognizing and reframing unconscious bias
- Crafting mindset towards a better life
- The role of emotional intelligence in driving success
- Change – Recognising and confronting our fear of change
- Identifying what pushes your buttons
- The art of self-compassion







# Overview of Training Offered

## PROFESSIONAL

- The shifting meaning of 'Professional' in a changing workspace
- Linking demands, resources and engagement to principals' levels of stress & strain in schools
- Emotional intelligence as the catalyst for effectiveness at work

### 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
- Devising an effective team charter
- Understanding team formation and routes to optimising teamwork
- Routes to motivating your team
- Establishing team function and approaches to improvement
- Holding effective team meetings
- Undertaking a talent audit as a route to heightening staff engagement

### 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

### 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







# Overview of Training Offered

## ORGANISATIONAL

### PERSONNEL SELECTION & ASSESSMENT

- Getting the person-job fit right
- 'Getting it right first time' – Panel training for behavioural interviews
- The role of assessment centres as an aid to finding the right person for the role on offer, incorporating psychometrics as a tool in the process.
- The role of psychometrics in career progression and hiring processes
- 'Impress & achieve interview success' - Newly qualified and those seeking permanent positions.
- Strategic career progression planning
- Readiness to lead as a leader of leaders in schools
- 'What it means to be a professional in the modern workplace'

### ORGANISING WITHIN THE ORGANISATION

- Achieving multi-level agility between the personal, professional and organisational at work
- Strategic planning optimised
- Strategic foresight – from short-term fire-fighting to long-term stability
- Ensuring effective meetings
- Turning the tide – Effective performance management and performance appraisal, delivered with the right language
- Inclusion - Identifying and enacting your values & intentions
- Navigating tricky triggering situations with professionalism
- Undertaking a talent audit towards workplace engagement & motivation
- Leading effective conversations
- When triggering events threaten productivity – Routes to navigating and re-routing
- Approaches to engaging in productive dialogues
- Educating for the future – Are we missing the point?
- Education for self-sufficiency and resilience in a VUCA world

### CAREER PROGRESSION PLANNING:

- Readiness to lead
- Planning for middle management roles
- The courage to lead in the age of disruption'
- Middle management – a hybrid role unpacked
- Who takes care of me?' Approaches to staff wellbeing explored
- Middle management roles – 3 part series x 2 hours

#### Week 1:

- Embracing middle management roles (3 x 2hrs series)
- Define middle leadership and 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

