

Learning Solutions

*build manager skills
and confidence*



Give your *line managers* the skills and confidence they need to handle people issues effectively with our flexible, expert-led facilitation and coaching services.



Where **empower** technology makes dealing with individual people issues simple by digitally guiding and coaching managers through the case management process, we recognise that sometimes there is a requirement to uplift manager capability more broadly. If there are gaps in performance, or lack of management capability across a pocket or the whole organisation, our HR learning and development solutions can help.

By giving your line managers dedicated people management training, performance issues, absence issues, and factors that lead to high staff turnover can be addressed early on, or even avoided.

Each course is led by an experienced HR consultant/facilitator and can be tailored to suit your organisation's specific needs.

“We’re working with AdviserPlus around mental health awareness’ enabling managers and equipping them with the tools they need to spot the early signs of distress.”

Amber Kelly
Engagement, Talent
and Learning Director,
Post Office.

Uplift manager confidence and capability

With management behavioural training, your managers will be better prepared to address the early signs of underperformance in their teams and in doing so improve overall productivity. Give your managers the awareness to recognise the need for early intervention, the confidence to have courageous conversations and the tools to manage people more effectively.

Remote or in-person coaching

Our **Learning Solutions** team can facilitate learning workshops face-to-face or virtually. We'll develop your managers to handle people issues fairly, consistently and early. The result? Managers are better able to handle formal absence, performance, and grievance conversations when they arise. Better still, managers are able to nip things in the bud and deal with issues informally.

Reduce absence due to mental health issues

empower analytics can help you identify the impact of mental health conditions on your organisation's sickness absence profile. Our course facilitators are experts in the field of mental health awareness and can provide managers with a greater knowledge of mental health in the workplace, teach them how to spot the early signs of distress, and handle mental health issues confidently and sensitively, for better outcomes.

Increase management understanding of the importance of diversity and inclusion

Greater understanding of inclusion could mean reducing the risk of grievances and successful discrimination claims. Our facilitators can deliver a workshop that supports managers' understanding of the benefits of diversity and inclusion to your organisation in a global economy. That means managers are more aware of unconscious bias and of its impact in all stages of the employment cycle. Diverse organisations have improved problem solving and innovative thinking and are also more likely to be considered employers of choice by prospective candidates.



"We want the leaders in our business to take greater responsibility for people matters in their teams, but they are used to HR hand-holding them and lack the confidence and experience to take control."

Upskilling inexperienced people managers

Our Manager Essentials workshop is designed to improve a manager's core management behaviour and HR knowledge. Managers will learn the characteristics of leaders and teams, understand the impact of the leader on climate and change and recognise the relationship between effective leadership and team performance. The outcome is a line management equipped to take ownership for people matters arising in their teams.

"We're worried about whether our managers are equipped to lead their teams effectively through the enforced changes to ways of working due to COVID-19."

Supporting managers to lead through change

Our Building Resilience workshop is designed to equip leaders in your organisation with the skills to support their teams going forward, especially as they navigate their way through new ways of working and other challenges posed by the pandemic. The workshop is designed to be run as a one hour virtual, facilitated session comprising elements such as: causes and symptoms of low resilience, the stress container and self-care, resilient behaviours, and an action plan for helping to build personal resilience.

"I want to both reduce my sickness absence rates and improve the wellbeing of my employees."

Handling mental health considerations effectively

Our Mental Health Awareness workshop is designed to provide managers with a greater knowledge and understanding of mental health in the workplace. Managers will increase their confidence in speaking about mental health at work and smooth the transition back to work for those returning after long-term mental ill-health. The outcome is reduced sickness absence in your business and a healthier, more productive workforce.

Innovative technology sits at the heart of the **empower** proposition, with complementary services available to provide enhanced business benefits.



Technology

Digital simplicity for HR process



Advice Line

Expert support where it can most add value



Analytics

Translate data into actionable people insight



Consultancy

Point solutions to further strategic objectives



Learning Solutions

Develop manager capability and confidence



Legal Support

Robust preparation and representation

To find out about our other solutions, please get in touch.

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