



Clearview Minds

Think Different Be Different

The 3I Management and People Development Programme

The 3I Programme of initiatives have been designed to support development through different career stages. 3I (Impact, Initiative and Intelligence) helps participants gain an understanding of how behaviour impacts on others, whilst learning strategies to succeed within the working environment. This programme is designed to allow managers to understand the important foundations necessary to manage staff. Delegates will take part in a series of workshops, designed to tackle the main objectives identified in managing staff. One to one sessions provide individual support and workshops are designed to allow high interaction between the delegates and the facilitator and will allow delegates to develop material for their own use as part of the programme.

Continuous Professional Development Overview

It all starts with the individual through individual analysis

At the beginning of the project one to one discussions with all staff will take place to review the feedback gained from the psychometric feedback which form the initial steps of the programme. Points covered will include:

- Validation on psychometrics
- Individual challenges
- Optimisation of strengths
- Discussion on leadership
- Analysis of current skills and future goals.

Step Two

Workshops

You can then select a from a series of topics to develop a customised programme that works for your organisation. Examples include:

Your role as a Manager

Managing your Team

Managing Performance

Putting the customer first

Problem Solving and Critical Thinking

The Disciplinary Process

Time Management

Effective Communications

Interviewing Skills

Optimising your Team

Business Standardisation

Mental Health in the Workplace

Step Three

During the programme all delegates will have two coaching sessions to focus on individual development and behaviours necessary to be a successful manager or professional expert.

For more information contact info@clearviewminds.com or call us to find out more.

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