



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	Time Management
Managing your Team	Effective Communications
Managing Performance	Interviewing Skills
Putting the customer first	Optimising your Team
Problem Solving and Critical Thinking	Business Standardisation
The Disciplinary Process	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](mailto:info@clearviewminds.com) or call us at the number below

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