

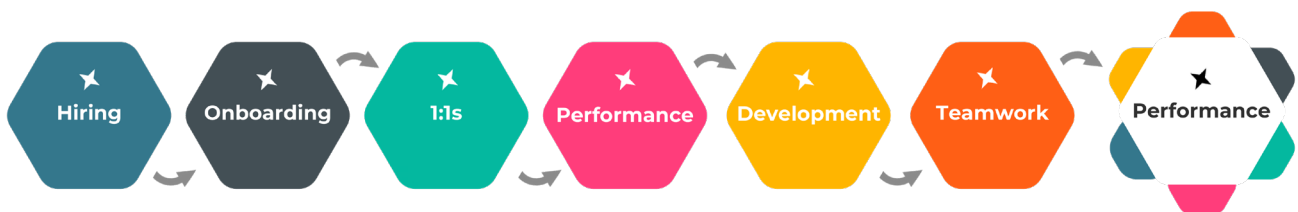


Develop your organisation's people skills

Replacing great people is expensive: costing from thousands of dollars to up to 2.5x their annual salary. Helping them grow is often the smarter play - and it builds trust in your people, demonstrating your willingness to invest in their success.

Replacing great people is costly: ranging from tens of thousands of dollars to one and a half to two times their annual salary. Therefore, helping them grow is smarter — and it builds the trust and cohesion teams need to do their best work.

At Thomas, we draw on over 40 years of experience to deliver practical, virtual workshops that help individuals, managers and teams turn insight into everyday behaviours. Every workshop is accessible (no certification required); the only prerequisite is completing a Thomas assessment so the learning is personal and actionable. Whether you're building personal effectiveness, first-line management capability or advanced leadership, there's a focused route to fit your needs.



Our approach is simple: translate assessment insights into small, repeatable habits that make work feel clearer, safer and more connected — from how we communicate, to how we give feedback, handle conflict and lead through change. That way, learning time turns into time saved, friction reduced and stronger results across the team.

Delegates enjoyed our courses so much, they scored Thomas Training an NPS of 72.

An excellent Net Promoter Score (NPS) is considered to be 50+, while world-class is 70+.



| Individual skills - Single three-hour workshops

Improving personal performance

Attendees will become more aware of their own behaviours, the strengths and challenges that their behavioural profile brings, how their choices may affect those around them, to recognise and understand the behaviours of others, and the impact of motivations.

Sharpening communications

Attendees will gain insight on why effective communication is so important, how communication works, their own and others' communication styles, the barriers to effective communication and how to overcome them.

Assertiveness skills

Attendees will learn how to stand up and make their voices heard – the right way! They'll understand the differences between aggressive, passive and assertive behaviours, insight into managing awkward conversations more confidently, how to say no the right way, to ask for what they want confidently, to give meaningful and effective feedback and to close conversations effectively.

Managing emotions and understanding Emotional Intelligence

At the end of the workshop, attendees will understand what Emotional Intelligence (EI) is, the role it plays in their work and personal lives, their values, emotional triggers, how to connect to their own EI strengths and challenges, and will learn how to manage their emotions.

Managing conflict in the workplace

Attendees will better understand how to manage conflict in the workplace, to know their own communication style as well as that of others, to recognise what triggers conflict, the role of emotions in conflict, how to manage their own emotions, and how to avoid frustrations and hindered growth.

Intelligent selling

This workshop will help attendees learn the key components of successful sales performance, to understand the attributes of a good salesperson, to discover how their Emotional Intelligence drives and influences their personal selling style, and to develop techniques for selling to different behavioural profiles.

| Individual - Two three-hour workshops

Understanding and developing resilience

After completing this workshop, attendees will be able to identify what resilience is (and isn't) and know how it helps us react to challenging situations in a healthy way. They'll be able to describe the components of emotional agility, and construct practical strategies for enhancing not just their personal resilience, but also the resilience of their teams (where relevant).

| Management skills - Each two three-hour workshops

Unlock the leader within

After the workshop, participants will be able to recognize the difference between leadership and management, when to step in or out of either role, their preferred leadership style, how to modify their behaviour based on individuals or situations, to review their emotional intelligence profile against the requirements of leadership and to set personal objectives to drive their impact as an effective leader.

Foundation management skills

Emerging managers will have increased self-awareness after the workshop and will understand their personal strengths and limitations. They'll learn effective techniques to modify behaviour and communication styles to become more effective managers, will understand the potential adverse impact of unconscious bias as well as how to encourage diversity in teams.

Intermediate management skills

Managers attending this workshop will leave it understanding how to manage their emotions and those of their team, to build confidence when handling stressful situations, and will review their emotional intelligence profiles against the requirements of leadership.

Advanced management skills

Upon completion of this workshop, attendees will understand what potential is and how it can be developed, how their personality shapes their potential as a leader, as well as learning techniques to enhance self-awareness and build on their leadership traits.

Get in touch

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