

TIME WELL SPENT.

# TeamTime.

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## NEW – Change & Transition - Peer Learning Programme

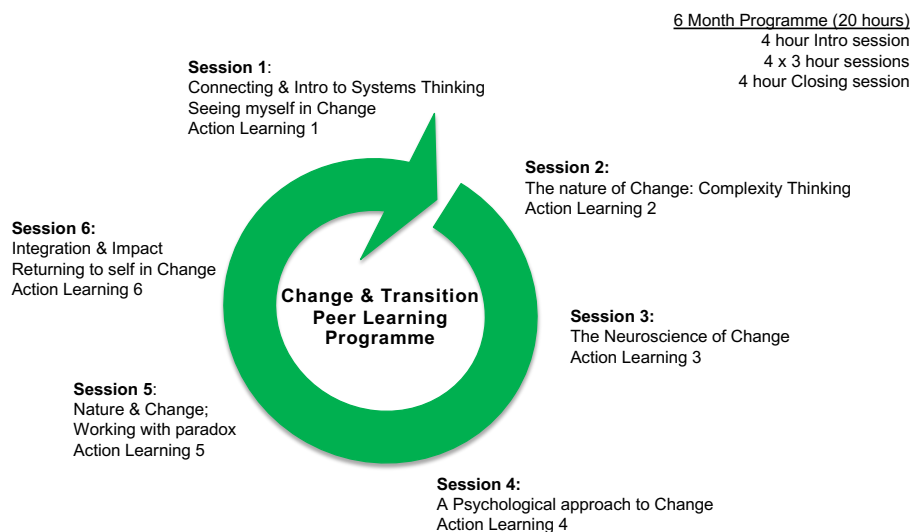
This past year has brought us front and centre with **change and uncertainty** – in our personal lives and in our work lives, and the inevitable blurring between them. We’ve all been challenged to work in new ways, and at a pace that hasn’t always allowed for reflection or consolidation in our learning.

As leaders, this period has brought a mix of opportunities and challenges with our plans, habits and norms thrown up in the air, and much of what we thought we knew being tested through new expectations and business models. We’ve **transitioned in how we work and live**, and further transitions await as we navigate a hybrid-working world, and **adapt to a post-COVID landscape**. Working with leaders through this time we know the experience has been one of disparity – with some energised and finding real purpose in their role, and others feeling lost and unclear of what to do next. What has been consistent is the level of endurance and adaptability needed.

To support those leading through change, we offer the opportunity to work with an experienced facilitator and a small group of peers, as you **work through challenges, dilemmas or relationships**. You might have questions about your role, your own response to change or how best to lead in this period. Through this programme you will have the opportunity to work more consciously with change, and to hear yourself think as you work on your challenge. You will be asked powerful questions that bring the potential for sense-making, reflective learning and clarity of action, which are the seeds for change. As part of the group, you will support others in their learning, bringing your insight, experience and reflections to help others broaden their perspective, learning and possibilities, and helping build your own coaching skills in the process.

## What to Expect – Programme Overview

Below is an outline of the programme to give you a sense of focus and rhythm. We will meet virtually for a total of 20 hours, in 6 sessions over a 6 month period.



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The core frame for our sessions will be **action learning**, which is a formal process through which participants will have an opportunity to bring a challenge to the group and have the group support them in their **sense-making, reflections** and **action planning**. The process will focus on expanding self-awareness, broadening perspective and experimenting with action. Confidentiality is at the heart of this work which will be discussed at the start of each Peer Learning Circle.

In advance of each session, you will be offered **stimulus** in the form of research, theory or frameworks. In each session we will give time to **check in** with each member of the circle, and to hear any updates on your **action experiments** since we last met, as well as to **reflect** on materials shared between sessions. The majority of each session will be dedicated to supporting one another in your specific challenges using the action learning process (Revans, 1982, *The Origins and Growth of Action Learning*).

Through the six sessions we will consider Change and Transition from a variety of perspectives including **Systems thinking** and **Complexity, Neuroscience** and **Psychology**, as well as other techniques or theories that are relevant to the group. We will also use a variety of techniques through the programme to support your learning including buddy work, journaling and a psychometric.

## Who is this for?

Each Peer Learning Circle will have **4-6 senior senior leaders** who are interested in exploring their challenges related to change and transition, as well as committed to supporting other members of the group in this process. The commonality will be in your role as leaders working with change, and we will draw from **diverse sectors, locations and backgrounds** to maximise breadth of experience, ideas and support.

Before joining, we speak with each participant to discuss your hopes, and to make sure this is the right programme for you, as well as to assure commitment to mutual support.

Programmes can also be customised for an **organisation to support change or transformation** within the organisation.

## Your Facilitator

You will work with Debbie Wayth, an experienced organisational consultant with over 25 years in business. Debbie works in leadership, organisational development and change and has worked with large groups, in-tact teams, action learning sets and 1:1 coaching for over 10 years. She comes from a business background having led multiple teams in commercial, strategy and leadership roles in the energy industry for over 15 years, based in the Middle East, the US and the UK, and she brings this experience to her work. She has a Masters in Organisational Change (Distinction), runs her own business focussing on teams and transitions, and works as a member of adjunct faculty at Ashridge Executive Education. She also hosts a podcast (TeamTime) on Leadership and Teams which can be found on all major podcast sites.

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## Testimonials

*'Debbie is an exceptional facilitator who creates a safe but challenging learning environment. She is adept at knowing when to intervene and when to step back into the background and allow learners to explore independently.'*

*Robbie, UK Civil Servant*

*'Debbie's ability to balance between asking, telling and challenging has allowed me to further develop my skillset, has led to impactful reflection on business decisions and has supported my judgement in times of complexity, to stay focussed on what really matters.'*

*Isabell, VP, FMCG, Europe*

Recent clients from organisations including:



## Getting in touch

If you're interested in learning more about the Peer Learning Programme please feel free to get in touch for details on dates and cost, or to ask any questions on [debbie.wayth@futureultd.co.uk](mailto:debbie.wayth@futureultd.co.uk), or check us out at [www.futureultd.co.uk](http://www.futureultd.co.uk).

Rates will vary by whether funded by corporate, self or public / third sector. If you are concerned about cost please get in touch and we'll do our best to support you. In support of the COVID response this past year, each Peer Learning Circle will offer **one free place to a senior leader employed in public healthcare.**

Peer Learning Programmes for other focussed themes are also available including Women in Leadership, Team Leadership and Inclusive Leadership. Executive and team coaching are also available working with Debbie and her team. Please get in touch if you wish to discuss your needs.

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## Terms and Conditions

### Attendance & Commitment

The dates for each Peer Learning Circle will be set in advance so you can choose the set that suit your diary.

Given the nature of this work in sharing personal stories, and offering supporting to one another, you should commit to attend all 6 Peer Learning Circle sessions for the full session. Non-attendance will not be carried over, nor can you transfer to another Peer Learning Circle given the intimate nature of relationships in this process. Please make sure to prioritise this time in your diary.

From our experience it helps to say upfront that this work is best entered with an open mind, heart and spirit, as well as an orientation toward learning and supporting the learning of others.

### Technical Requirements

Zoom will be used for the Peer Learning Set sessions. It is your responsibility to ensure you can access Zoom (links will be provided), and that you have sufficient broadband for a reliable connection.

Given the nature of this work, it is highly recommended that you join from a computer (desktop or laptop) rather than a tablet or phone. We will discuss and agree use of video, and no recordings will be made.

### Payment

An invoice will be raised for payment in advance of the start of the programme. Failure to make payment may result in suspension to the start date of joining a Peer Learning Circle. Cost of the programme will be per the invoice and be plus VAT.

### Cancellation, Refunds & Exceptional Circumstances

All sessions will run on the dates and times set in advance, unless for exceptional circumstances such as sickness, accident or unforeseen circumstances. If the facilitator is unable to run the session on the set date & time, the group will choose if they would prefer to (i) continue with a substitute experienced facilitator for that session; (ii) agree a new date/time for the session; (iii) forfeit the session and be refunded for that session. A substitute facilitator will only be used with the full agreement of the group otherwise option (ii) or (iii) will be pursued.

We hope you will be completely satisfied with the programme, but if you have any concerns please raise as early as possible so they can be resolved.

Cancellations with more than four weeks notice will be fully refunded. If less than two weeks notice then 50% will be refunded and less than one week's notice will incur 100% cancellation fee. Any request to move dates to an alternative Peer Learning Circle this will be accommodated as far as possible, and where places are available.