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welcome to enthios

We are a training and development company that works with individuals to bring about organisational change. We specialise in

- **Leadership**
- **Personal Development**
- **Coaching**
- **Facilitation**

We aim to deliver the following benefits to you and your organisation;

- The organisation moves forward faster because people can think and act for themselves
- Greater alignment means fewer dead ends and reprocessing
- Lower CHURN costs
- Get people aligned with the business direction
- You get more person for your money
- Develop talent from within
- Get employees to think more commercially and act professionally
- Increase commitment to the business
- Reduce internal conflict
- Implement processes quicker and improve efficiency
- Having the right person in the right job
- Increased problem solving
- Everyone is released to generate income or save cost

You will find examples of what we do and how we do it throughout this brochure. We like to work with people in a way that promotes authenticity in management and leadership. We aim for truth and simplicity when leading – and that's the way we like to operate too.

People who have worked with us in the past value our creativity and our willingness to give the type of feedback that is going to make a difference.



leadership

We have a wide range of leadership solutions depending on the requirements of our clients. Our approach can be illustrated by one of our core programmes called **Authentic Leadership**. Authentic leadership is founded on two principles:

- We are all leaders in some or all aspects of our roles
- People follow leaders that they believe in

This means that we all have a part to play in inspiring others and shaping the organisation in which we work. We are at our most powerful and effective as leaders when we are acting authentically. In modern organisations, compliance is not enough, commitment is what is required and this calls for a new style of leadership.

Acting authentically means acting with high levels of awareness, and with an understanding of your own motives, values and beliefs. It also requires the ability to empathise with others and to have the flexibility to adjust your style to meet their needs. An authentic leader can match their intent with their impact – people see someone who looks like they mean what they say.

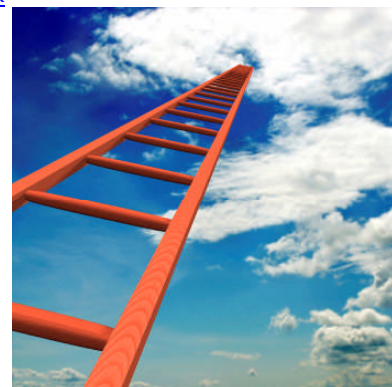
assignments have included:

- An in company leadership programme for established senior managers to improve skill set and be more flexible in the growth and change of their organisation – Recruitment & Selection
- In company leadership and management programme for Risk Managers within the Financial Sector
- Managing performance and developing a coaching culture for senior managers within the Food Retail sector

what people say about enthios:

'The training was a total success with rave reviews from the attendees together with an immediately apparent impact in the work place. Following on from the initial success we completed further staff development throughout the business which included both sales and customer service modules. NRL have in Kate Peacock a training partner who is committed to understanding our needs and then developing and delivering material that is in line with our specific requirements.'

Mike Barber, Managing Director, NRL Ltd. www.nrl.co.uk



authentic leadership programme

purpose of the programme:

To create leaders who are inspiring, act with integrity and build the confidence, loyalty and commitment of others because they are believable.

key features of the programme:

- It is always grounded in practical application so delegates can gain immediate benefit from what they are learning.
- Modules are long enough for people to reflect, move beyond habitual patterns of behaviour and consolidate new behaviours.
- We have designed the programme to give early payback to the organisation. Integral to the programme are a series of work-based tasks, which help consolidate learning, maintain momentum and drive for results.
- One-to-one coaching throughout the programme enables delegates to consolidate their learning, plan their own development and apply new skills in the workplace.

programme structure

foundation day (1 day):

This is the launch of the programme. Delegates are introduced to the concept of **Emotional and Social Competence**, using feedback from a psychometric inventory. This tool is a highly effective way of raising awareness of a leader's level of self awareness of their impact on others. Delegates then begin to set their own **learning objectives** for the programme.

module 1 (2 days)

Leaders are at their most authentic when they are aware of what drives their behaviour. This module essentially examines the question, **'Who am I?'** and introduces the concept of authentic leadership. It gives delegates the opportunity to explore how and when they act most congruently and what influences can knock them off balance. These include internal influences like ego and defence mechanisms and external effects such as organisational culture and social pressures.

module 2 (2 days)

Having gained greater insight into what drives their own behaviour, this module concentrates on raising awareness on how each delegate **impacts on other people**. It extends the idea authenticity into communicating powerfully with others. This is a simple idea but harder to achieve in practice. **Feedback** forms a key element of this module, as the ability to give and receive feedback is considered a key part of authentic leadership.

module 3 (3 days)

The first two modules have an emphasis on self awareness and self management. Authentic leadership is based on the idea that to lead others, first one has to manage the self. From this firm foundation delegates now begin to focus on techniques for leading others. Modules 3 and 4 each take 3 days to give delegate opportunity to practise and reinforce the skills they learn. Module 3 focuses on **influencing others**. It includes highly practical and simple techniques for understanding others and developing a style to meet their needs. This extends into the key skill of **inspirational leadership** and how using your own style of leadership can be the most powerful way of inspiring people.

module 4 (3 days)

This is the conclusion of the Authentic Leadership Programme. It concentrates on other key characteristics of leadership such as **leading through change, thinking strategies** and **tolerating ambiguity and uncertainty**. As for Module 3, this module is more technique-based than the first two modules, with an emphasis on practical application.

Note: Between each of the modules, delegates receive personal **1 to 1 coaching** from external coaches. This is an integral part of the course, and each coaching session is designed to complement the material covered in each module.

Delegates also complete a variety of tasks in between modules. These tasks give delegates early opportunities to convert theory into practice, and for the organisation to benefit quickly from their attendance on the programme.

personal development

We design and deliver a wide range of workshops, courses and programmes that focus on the development of individuals, teams and organisations.

assignments have included:

- The design and delivery of 'Consultative Selling' courses for technical experts. These course has been delivered in different business sectors those of Recruitment & Selection, Creative Media and Technology Transfer
- Personal Effectiveness for Lawyers and Solicitors
- Customer Service through sales and business support (both internal and external in a fast growing business)
- Influencing skills for Carers
- 'Train the Trainers' for a foster care agency

what people say about enthios:

"...Miles delivers his promises. Outcome oriented, professional and personable.."

Peter Ashfield, Managing Director, Training & Development Consultancy

"..I have been in Sales for a long time I didn't think you could teach this old dog any new tricks but Kate pleasantly surprised me. She really got to the soul of what we wanted to achieve as a company and was still able to look at individual needs. I really enjoyed the training and Kate's approach.."

Carol Partington, Account Manager, Realtime uk, www.realtimeuk.com



coaching

As a complementary service to our leadership programmes or as a stand-alone service, we offer coaching for people who want to gain greater self awareness and take control of their own development. We have worked with senior managers, executives and directors in the private and public sectors. Some of the things people use coaching for are:

- Planning a career move
- Creating a self-development plan or learning a new skill
- Working through ideas and testing their applicability
- Planning and rehearsing difficult situations
- Developing flexibility so that there are fewer obstacles in your way

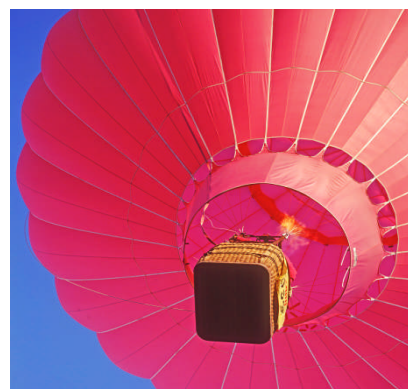
assignments have included:

- As part of a leadership development programme, we offered a coaching service for employees identified as having leadership potential within the public sector
- Coaching a director of a housing association as part of a career development plan
- Ongoing support for individuals significantly changing roles within the same organisation and requiring additional skills – Recruitment and Selection
- Presentation Skills coaching for a key event

what people say about enthios:

'enthios has been of great assistance to my personal development, they have been able to assist my personal change process with their clear, transparent and supportive approach. With their help I have had fun whilst working hard on areas that have been challenging this has only been possible through the trust built with their staff, that have always been on hand.'

Assistant Director, Housing Group



facilitation

We act as facilitators for teams of people who want their meetings to be productive. Our experienced facilitators can manage the *processes* involved in meetings, leaving the attendees to concentrate on the *content*. Often the presence of a neutral party can help to ensure that people feel fairly treated and confident that their views will be taken into consideration. These are some of the typical assignments where we act as facilitator:

- Acting as mediator in negotiations and conflict situations
- Encouraging creative thinking when fresh ideas are needed
- Ensuring that clear and explicit actions come out of meetings
- Increasing the productivity of meetings when time is short
- Making sure that everyone has a voice

assignments have included:

- Innovation seminars directed towards SME development
- Team formation following organisational restructure within the public sector
- Bringing virtual project teams together within a global organisation to discuss cultural diversity, establish ground rules and effective ways of working together plus generation of greater understanding and awareness

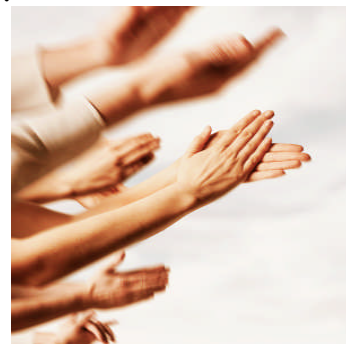
what people say about enthios:

'What we have in enthios is an organisation that has been key in developing the content and strategy of the initial rollout of this major project and they have helped us to explore the more creative aspects of Innovation. We wouldn't hesitate to recommend them as a training provider.'

Ged Barlow, Managing Director, C-Tech Innovation. www.ctechinnovation.com

"Enthios Training facilitated a two day off-site team-building programme for our Trade Services team. The service that was provided by Enthios was exceptional from the pre-planning of the event right through to the delivery. Kate and Miles really added value, ensuring that we had tangible outcomes from the event. Feedback from our teams has been extremely positive and we look forward to holding a similar event in the next 12 months. I can highly recommend Enthios to provide a professional and first class service.

"Sue Waldron, Head of Trade Services, Trader Media Group.



our partners

We work in partnership with:

dedicated associates

A team of individuals brought together primarily for their high personal values and outstanding skill set. Our team can collectively offer several psychometric tools, expert interpretation, training, coaching and facilitation to assist both personal and organisational development.

C-Tech Innovation Ltd

C-Tech is a technology consultancy that promotes the introduction of Innovation and Creativity throughout the North West to leaders of SME's and their organisations. This involves all areas of product, process and people and the ability to make innovation an integral part of the day to day running of their businesses.

We also work with C-Tech in other areas including the delivery of sales training and one to one coaching. www.ctechinnovation.com

Sysop Ltd

Working with Sysop – the organisation dedicated to quality IT service management, Enthios complement their training by offering tangible personal development skills for technical experts. The ability to translate technical information and communicate in such a way as to generate buy-in at all levels throughout an organisation. www.sysop.co.uk



our values

we aim to deliver:

- we act and speak at all times with the client's development as our prime aim
- we do what makes a difference, not what is easy or fun (but we will make sure these are present too!)
- we focus on the bit that is going to make the difference

client-centred approach:

- we work with people and organisations whom we like and who like us (try us as it could be you!)
- we work to understand your wants and needs
- we will tell you if we need to involve somebody else

authentic:

- we know ourselves and we practice what we preach
- we run our business in a way which fits with who we are as people
- if we can't make it simple, it means it's not been understood

honesty:

- we tell the truth as we see it
- we will tell you if we can't do what you ask, even if it means losing the business
- we don't have all the answers but we can deliver insight and help solve problems

generosity:

- of spirit – sometimes we will act, just because we believe it is the right thing to do
- we pay it forward
- we believe in what goes around, comes around

enthusiasm:

- we have passion for the work we do
- we like our clients

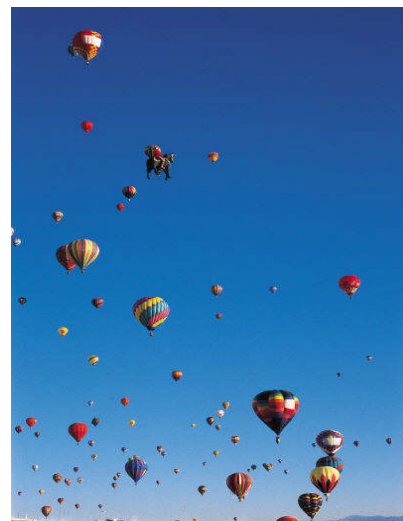


be inspired!

We believe in the power of the individual to change the world for the better. It's why we called our company **enthios** – when you inspire someone you awaken the fire within and you release all of their potential. You may never know what it is you have done; the ability to inspire can produce changes in people that last for years, the effects of which spread out like ripples on a pond.

'One must never lose time in vainly regretting the past nor in complaining about the changes which cause us discomfort, for change is the very essence of life'.

Anatole France



profiles

KATE PEACOCK

Trainer & Coach



EXPERIENCE SUMMARY

Kate Peacock is a Director of Enthios Training & Development Ltd. A business professional with a track record of building relationships at all levels and establishing needs to meet business solutions. Outstanding influencing and listening skills combined with a creative flair have led to proven results with both customers and suppliers (UK and overseas) through identifying opportunities and turning them to commercial advantage. Experience in manufacturing, retail, financial, media and service sectors working to meet fast moving targets.

Kate started the business with fellow Director Miles Peacock in September 2007. This follows having worked for Dale Carnegie & Associates, Inc. (DC&A) via the Business Leadership Group franchised, based in Leeds, UK, where she worked initially as a Business Coach and then Project Director for 7 years. Before joining the Business Leadership Group Kate worked as a Technical & Quality Manager with Cornwell Parker Eurohub (part of the Cornwell Parker Plc Textile Group), providing support and product management to the £90m organisation. A total of 13 years within the Textile Industry across the organisations of Carrington and Courtaulds in the areas of product development and process control give Kate a sound understanding of manufacturing systems and management.

As Project Director for the Business Leadership Group, Kate's responsibilities were to account manage and generate new sales from existing accounts, (part of a team of 4 account managers who had responsibility for generating £1M of repeat business each year), as well as design and development of in-company programmes. By 2005 Kate relationship managed 9 of the top 20 key corporate accounts within the franchise. She developed strong client relationships achieving buy-in at Director, Senior Manager, Manager, Supervisor and employee levels, resulting in long term repeat business through her personal approach and credibility. Part of the volunteer trainer team for the 2002 Manchester Commonwealth Games 'Leadership Training for Team Leaders'

She has worked with clients in addressing critical training and coaching needs, at individual, team and organisational levels. Over the years, she has worked with companies in Manufacturing, Engineering, Media, Technology, Aeronautics, and Government Organisations. Her international experience includes client training across Europe and Saudi Arabia.

CURRENT RESPONSIBILITIES

Kate is a Director of Enthios Training & Development Ltd and is involved in the management of the business and delivery of training, coaching and facilitation to key clients.

Her responsibilities are:

To build a robust client base made up of direct and associate work and deliver outstanding development which results in positive outcomes and repeat business for all concerned. Building customised solutions for existing business issues, continuing to work with all levels within the business environment.

EDUCATION AND CREDENTIALS

- Currently studying French language skills
- NLP Practitioner (INLPTA)
- Firo-B administrator
- Previously licensed Trainer for Dale Carnegie in 3 solution areas
- 2.1 BSc (Hons) Textile Science

MILES PEACOCK

Trainer & Coach



EXPERIENCE SUMMARY

Miles Peacock is a Director of Enthios Training & Development Ltd. A creative management trainer and coach, with a background of working in manufacturing and services sectors. Noted for creating learning environments which offer support and challenge and an emphasis on fun. Experienced in working with all levels of management and equally at home working in groups or on a one-to-one basis.

Miles started the business with fellow Director Kate Peacock in September 2007. This follows having worked for Hexagon Training, based in Sheffield, UK, where he worked as the Training Director for 2 years. Working with clients such as Virgin Media, The Department of Work & Pensions, NHS and First Direct, Miles has experience across a varied number of business sectors in both the design and delivery of high level leadership and coaching contracts.

Before joining Hexagon, Miles successfully ran his own business for 10 years, again working with high profile organisations such as IBM and Sainsburys in the design and delivery of management training programmes and facilitated interventions. Prior to his own business, Miles spent a total of 11 years within the Textile Industry across organisations within the Courtaulds Textiles Group holding a number of management training and development roles. In this time he designed and delivered a self-development programme, linking a competency approach with NLP change techniques. He was involved in career coaching and redundancy counselling for managers and executives at all levels in the organisation, (up to business unit executive/director). Also the design and implementation of a 2 year graduate training and development programme whilst involved in graduate recruitment and selection.

Miles has worked with clients to design bespoke solutions to very real business issues, at individual, team and organisational levels. Over the years, he has worked with companies in IT, Manufacturing, Engineering, Media, Technology, Finance, and Government Organisations.

CURRENT RESPONSIBILITIES

Miles is a Director of Enthios Training & Development Ltd and is involved in the management of the business and delivery of training, coaching and facilitation to key clients.

His responsibilities are:

The design and delivery of management training and development programmes for public and private sector clients.

EDUCATION AND CREDENTIALS

- Currently studying French language skills
- NLP Practitioner, Master Practitioner and NLP Trainer (INLPTA)
- Level A certificate of competence in psychometric testing
- Firo-B administrator
- Beddoes-Jones Thinking Styles administrator
- Consulting Tools Emotional Intelligence administrator
- Hay Group Emotional and Social Competence Inventory administrator
- 1st Class Honours degree in Psychology (BSc)
- 2.1 Honours degree in Colour Chemistry and Colour Technology (B Tech)

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No reason at all – it just makes us smile!

