

### Executive Events & Webinars.

Master classes & Lunch N Learns

#### Upcoming Webinars - & Executive Breakfasts Dublin & Cork or your Offices.

Free Online Seminar in Ireland for Senior Executives & Entrepreneurs. See [www.blanchardinternational.ie](http://www.blanchardinternational.ie)

With Blanchard International & Colleagues  
Along with Guest speakers

#### Free Webinar Ireland !

Join us to learn about what makes true leadership.  
Reflect for 50 minutes on the essence of what it means to  
be an entrepreneur and to grow a truly global business.

Business leaders, Entrepreneurs & managers or anyone  
who wants to improve their leadership skills should dial in.

Listen to recorded executive webinars  
Leadership & HR events

#### Free Executive Breakfast Briefings, 8.30am -10.15am every Months

"Leading At A Higher Level." Breakfast included.  
Venue: Burlington Hotel, Dublin 4..

The events are for Senior Executives, Sales Leaders, HR  
Managers & Inhouse Corporate Trainers who work in  
Organisations.

Here's a chance to learn about leading people through change  
what makes great leaders or to re-ignite your passion for  
creating great managers. Blanchard Ireland will lead  
the breakfast briefings, offering practical  
applications of powerful leadership skills.

Contact us about events, Peter O'Connor on  
01-523 7514, or email us at [info@blanchardinternational.ie](mailto:info@blanchardinternational.ie)



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# Leadership Training To secure your career.

## Truly make a leadership difference.

### Blanchard Solutions Programmes for ... Sustainable Learning

#### Lead People Through Change & Learn to Self Lead.

#### NEW - Virtual Delivery Options !



Learn  
from  
people.

Learn  
with  
people.

## Lasting Behaviour Change. Measurable Impact.

Imagine learning how to create engaged and self-reliant employees, develop high performing teams, and help everyone in the organisation communicate and collaborate more effectively. Picture doing that in an environment where you are helped demonstrate how to make the learning “stick.” Where you feel safe in practicing your new skills with a small group of peers before returning to your workplace. Blanchard International Workshops are designed to help individuals develop their full potential. With a range of offerings focused on developing core leadership skills, they help individuals in organisations that have not developed a leadership training curriculum. They are also a good place for corporate trainers, managers, and small cross-functional groups to test-drive a program before committing to a larger-scale launch.

### Delivery Options

Public workshop, Training for Trainers, & on-site delivery formats.

### Public Workshops & Group Training

Blanchard Public Workshops provide the ideal opportunity to acquire new skills and knowledge. Group Management, Development, Individual and Team Workshops are provided for organisations.

### Training for Trainers

Our Training for Trainers sessions teach participants program-specific skills and provide time to practice delivering these programs prior to delivering them within their organisations.

### Coaching Services

Coaching to Support Learning turns learning into doing. One-to-one coaching reinforces the principles and sustains the skills learned in our workshops.

### On-site and Virtual Delivery

All of our programs can be delivered at locations convenient to organisations wherever they may need training around the world. On-site training may lower the cost per person. Programs can be delivered either by one of our experts or by an organisation’s internal trainer who has completed Blanchard’s Training for Trainers program. We act local, but can deliver global!

### A Personal Invite

We invite you to evaluate our solution and series through attending a forthcoming programme or through a business needs discovery session.

## Examples of Our Signature Programs

Our time-tested offerings include individual, team, and organisational leadership training solutions that drive performance and productivity improvements in the workplace. They are available in both Public Workshop and Training for Trainer venues.

### Situational Leadership® II

Teaches managers how to identify the needs of their employees and then tailor their management style to each situation.

### Situational Frontline Leadership

Equips frontline supervisors and managers to work with others by incorporating basic management skills and the core principles of Situational Leadership® II.

### Situational Self Leadership

Helps individuals to develop skills that go beyond problem spotting to problem solving and to make the leap to being a responsible employee who can manage projects and relationships more effectively.

### Situational Team Leadership

Imparts skills that assist individuals and organisations in moving people through to a teams-based culture.

### Leading Change

Teaches leaders how to identify and address the typical questions that employees raise during change, as well as how to use the appropriate change strategy to corresponding behaviours to resolve concerns.

### Coaching Essentials for Leaders

Focuses on the development and practical application of coaching skills and applying new behaviours that help leaders develop their employees, colleagues, and teams.

### DIScovering Self and Others

Assists people in identifying and understanding their behaviour patterns and those of others so they can communicate more effectively. Based on the well-known DISC Model.

### Whale Done!® The Power of Positive Relationships

Explores how to improve relationships, build trust, give positive reinforcement, praise people, and catch people doing things right.

### Legendary Service®

Focuses organisations on consistently delivering exceptional customer service through improved employee engagement.

Achieve  
your full  
potential.

Create  
measurable  
impact.

# Self



The personal quest for excellence.

## Situational Self Leadership

### Overview

Empowers individuals to take responsibility and leadership even when they are not in charge, to set goals that will drive the organisation's initiatives, to contract with their managers for direction and support, and to collaborate with peers

### Audience including unemployed.

Individuals seeking to maximise their effectiveness, trainers, and facilitators

### Results

- Boosts engagement and retention
- Supports innovation & accountability
- Improves productivity
- Increases communication & collaboration
- Aligns organisation and individual goals

## DISCovering Self & Others

### Overview

Individuals learn to understand their behaviours and others' and become equipped to communicate and collaborate in ways that support productivity and performance and enhance relationships.

### Audience

Individuals in leadership or supervisory positions; teams seeking to improve communication and collaboration; and trainers, team leaders, and human resources professionals responsible for training.

### Results

- Improves communication
- Supports effective relationships
- Builds collaboration
- Provides a context for conflict resolution

# One-to-One



Partnering for peak performance to lead others effectively.

## Situational Leadership® II (SLII®)

### Overview

As one of the most widely used leadership systems in the world, SLII® creates a shared process, language, and model for building leadership and ensures that goals are in alignment and performance is monitored, tracked, and focused on the appropriate areas.

### Audience

Leaders at every level; anyone responsible for mentoring, coaching, and developing others; trainers, and facilitators

### Results

- Develops core leadership skills
- Builds leadership capacity
- Hones goal setting, diagnosis, & leadership effectiveness
- Improves communication regarding performance and development
- Increases retention and productivity
- Includes 90 min follow-up coaching

## Situational Frontline Leadership

### Overview

This program provides the leadership skills necessary to drive employee performance and engagement. Designed for frontline leaders and supervisors, the program is grounded in the fundamentals of SLII®.

### Audience

Individuals in leadership or supervisory positions, new managers, and employees who manage others

### Results

- Develops Partnering for Performance
- Improve coaching for optimal performance
- Develops direct reports in the shortest amount of time
- Creates leaders who are equipped to deal with tough leadership challenges

## Whale Done!® The Power of Positive Relationships

### Overview

Focuses on the essential skills of catching people doing things right and redirecting negative behaviour to increase productivity, trust, commitment, motivation, and employee retention.

### Audience

Anyone wanting to hone their management skills.

### Results

- Improves retention of top performers
- Increases creativity and innovation
- Supports a customer service culture
- Inspires passion and boosts performance

# Team



Community, focus, and results through the power of teams.

## Situational Team Leadership

### Overview

A framework for understanding the characteristics of high performing teams, learning the stages of team development, and providing continued support throughout the team's life cycle.

### Audience

Project leaders; team leaders and members developing teams

### Results

- Creates an empowered workforce
- Increases the productivity and effectiveness of teams
- Maximises innovation and creativity
- Builds team leader and team member skills

## Team Work

*"Just-in-Time, Targeted, Team Building Solutions."*

Team Work is an ongoing team-building process for intact teams that want to achieve sustained high performance. This process provides just-in-time training to address current work issues. The training process is organized into eight units and begins with the Team Development Stage Assessment to diagnose the team's stage of development and identify the team's strengths and development needs.

## Team Chartering:

*Is Your Team Operating In Uncharted Territory?*

Creating a team charter is one of the most powerful ways a team can make sure it is on the right track and that everyone is committed to the important work of the team. A team charter is a set of agreements that clearly states what the team wants to accomplish, why it is important, and how the team will work together.

# Organisation



Alignment and effectiveness through people.

## Legendary Service®

### Overview

A comprehensive service improvement process that assists organisations in creating world-class customer service.

### Audience

Service providers and managers

### Results

- Creates an engaged, customer-centric culture
- Aligns management practices with service strategies
- Equips people to identify and exceed customer expectations
- Improves customer loyalty

## Leading People Through Change.

*"Achieve Desired Change and Enhance Business Performance."*

Organisational change is a fact of business life. New opportunities, new products, and new business initiatives are exciting moments that signal change and disruption. Most of these change efforts require significant adjustments in how large numbers of people get work done. Leaders need the buy-in and commitment of the people who are being asked to change.

Change is never easy. Roughly 70% of change efforts fail or are derailed.

Leading People Through Change teaches leaders how to identify and address the typical questions that employees raise during a change, as well as how to use the appropriate change strategy to corresponding behaviours to resolve concerns.

### Make a significant difference.

- Lead effectively in a changing environment. Help employees gain confidence, motivation, knowledge, & skill.
- Create a team-based work environment.
- Assist employees in effectively coaching themselves & others.
- Improve communication and increase productivity.
- Create work environments that maximise performance & productivity by empowering individuals.