



# Developing your people virtually

**We've known for years that building expertise doesn't always need to be done face-to-face. Now that remote working is the only option for many, here are some leadership and management solutions to get you and your teams through these difficult times.**

We can help you convert your current face-to-face delivery into valuable virtual learning experiences, or enhance face-to-face sessions with virtual content. By embedding the right design principles and results-focused facilitation, we'll help you achieve what you need through consultancy support and delivery services.

You can also choose from our popular suite of flexible programmes and packages designed to:

- Harness the power of accessible webinar technology
- Maximise learner interaction and shared experiences
- Deliver focused results and behaviour change through expert facilitation.

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## Ready-to-run virtual classrooms

### **Staying resilient through disruption (3½ hours)**

To ensure both high performance and sustainable well-being for yourself and your teams through these disruptive times requires you to tap into the power of resilience. During this virtual workshop you'll discover how to do just that, using concrete science-backed strategies for re-charging, renewing, and growing when we need to most.

#### **Key outcomes:**

- Gain insight into your personal resilience profile
- Discover how to deal with the pressures in ways that allow you to thrive not survive.
- Learn strategies for staying grounded and calm under pressure.
- Create the desired conditions for you and your team to perform

### **Dealing with ambiguity (3½ hours)**

Times of change can be difficult for managers and their teams in equal measure. This short course provides participants with an insight into their strengths and areas for development, as well as how to support their teams and themselves during ambiguity.

#### **Key outcomes:**

- Maintaining commercial focus during uncertain times
- Getting comfortable in taking decisions and moving on
- Supporting others through turbulence

### **Coaching in a virtual world (3½ hours)**

In a world where answers are not always obvious, coaching skills are becoming increasingly critical for managers and leaders to get the best from their people. Coaching skills are applicable for many situations to enhance trust, increase performance, build confidence and self-awareness.

This virtual workshop will look at both what to do as a coach in the virtual world— the process, and how to coach – the skills and behaviour to coach your people effectively.

#### **Key outcomes:**

- Learn a process for coaching virtually
- Develop the core skills and behaviours for coaching in the virtual world where physical cues are more limited
- Practice and receive feedback on your own coaching



### Managing virtual teams (3½ hours)

Now, more than ever, being able to work successfully as a team across multiple locations is paramount. However, this can lead to isolation and the lack of a sense of identity and cohesion – which can impact performance. This workshop introduces you to the frameworks and tools managers need to overcome these challenges and create a high-performing remote team.

#### Key outcomes:

- Communication – keeping everyone up to date, understanding each other
- Engagement – building team spirit, trust and acting as a team instead of being a group of individuals
- Purpose – leading, coaching and giving feedback virtually



### Storytelling for leaders (3½ hours)

Boost the awareness and potential of individuals to consciously use storytelling as an effective engagement tool and means to communicate business and personal messages, inspiring commitment and intelligent action – even more critical in times of uncertainty.

#### Key outcomes:

- Understanding the power and potential of storytelling in a business context
- Explore the three main story formats: inspiring action, shaping culture, building credibility

### Embedding change (3½ hours)

Help participants to make change stick, recognise common landmines that can derail change and learn how to move their teams beyond dwelling on what's lost to a more forward-thinking perspective, whilst identifying how to deepen respect, trust, confidence and resilience.

#### Key outcomes:

- Understanding the impact of change
- Communicate and enable the right behaviours
- Proactive planning to embed change

### Pricing

The pricing for our virtual classrooms, based on 16 participants: 2350 EUR / 1700 GBP / 3500 USD.

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## Engagement

### 5 Conversations

We know that authentic, two-way, human conversations are key to engaging employees and building relationships. We also know that engaged employees perform better, drive innovation forwards and are more loyal to the organisations that they work for, and yet, managers often struggle to have the right conversations with their team to achieve this. Using the latest neuroscience research and engagement data, The Oxford Group's 5 Conversations programme takes managers through five key conversations that transform trust, engagement and performance at work. We have two virtual delivery options:

### Virtual Bitesize- 7 Module Blended Programme

Drawing on over 30 years of insight and experience, our 7-module virtual bitesize 5 Conversations programme, supported by a bestselling book, has been specifically designed to meet this vital engagement need. The programme is run by expert facilitators who set the scene with the latest theory and then help your managers understand and practise five key conversations using current examples from their professional life.

### Pricing

The pricing for 5 Conversations virtual bitesize- 7 module blended programme, based on 16 participants: 9,000 EUR / 7,000 GBP / 12,900 USD.





### **Introduction to 5 Conversations- Virtual workshop (2½ hours)**

This virtual introduction to shares the background, intentions and concepts that make 5 Conversations simple yet profound when applied. Participants explore first-hand how the programme can improve trust, engagement and performance at work and the neuroscience that underpins the conversations. We introduce each of the conversations and the approaches to applying them, with space to experience establishing/ enhancing relationships of trust and models for using appreciative enquiry to create opportunities to show genuine appreciation.

#### **Pricing**

The pricing for the Introduction to 5 Conversations Virtual Workshop- 2.5 hours, based on 16 participants: 2,350 EUR / 1,700 GBP / 3,500 USD

## **Coaching**

### **Talent coaching**

Our talent coaching creates impactful development. We offer a range of packages, delivered by experienced and qualified coaches, with each focusing on a different target area of talent development. We provide structured, guided learning in the target area of development, based on the individual needs of the coachee.

Each package consists of four coaching sessions over a 3–4 month period (5 hours coaching), delivered virtually (by phone, Skype or web conference) in the coachee's native language.

#### **Packages:**

- Becoming a leader
- Transitioning
- Creating impact
- Evolve and grow
- Leading and managing change
- Leading high performing teams
- Equality, diversity and inclusion

#### **Pricing**

The price per person for talent coaching, based on a minimum of 5 coachees, is 1700 EUR / 1500 GBP / 2000 USD.

### **Executive and senior leadership coaching**

Our range of group and one-on-one executive coaching solutions focus on all aspects of leadership and are tailored to your needs, delivering measurable business and personal results. Our coaching solutions are always designed around the needs of each individual and their context. We also offer coach-facilitated 360, as well as a range of psychometric assessments. Our experience shows that investing the time to work with our coaches over an extended time-frame will allow your leaders to properly experiment, practice, preview and integrate new approaches.

Please contact us to discuss pricing.

All prices are subject to VAT/TVA or equivalent.



## **Converting your delivery whilst retaining the value**

Here at The Oxford Group we're experts in designing and developing virtual learning experiences for our global clients. We can help you convert your current face-to-face delivery into a virtual alternative through consultancy support, design, and delivery services that ensure results.

We have the ability to quickly mobilise virtual action learning groups to enable experimental learning and embed development experiences.

**Further information: please contact your Relationship Manager or Project Manager, or contact us on**

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