



# INSIGHT SESSIONS

Enabling management teams, project groups, L&D specialists and HR professionals to:

- ❑ Think innovatively about workforce challenges.
- ❑ Clarify situations and improve knowledge.
- ❑ Decide where to focus time, effort and resources.
- ❑ Develop and implement workforce strategies.
- ❑ Build leadership and management capacity.

## Two Hour Insight Sessions: Practical, Productive and Cost Effective

WORK *in focus* sessions have evolved from experience with enabling busy managers to harness practical insights that increase their influence and impact. Periods of about two hours have been found to be optimal for allowing enough time to make significant progress, without consuming too much of the working day. Innovative techniques have been developed for ensuring a productive process and a portfolio of topics has been put together, covering a set of critical issues that each has a major bearing on workforce functioning (see overleaf).

Ideal for management teams, project groups, L&D specialists and HR professionals, sessions can be used as single events, run as a series or bolted on to regular meetings, skills development programmes and away days. Flexible facilitation enables participants to clarify situations, pose questions about challenges faced and establish a 'working focus' to take forward.

### Skilled Leadership of Sessions

COMBINING facilitation skills and in depth knowledge enables the session leader to:

- ❑ Focus/refocus discussions throughout.
- ❑ Explain fresh ways of analysing the topic.
- ❑ Encourage participation and insight.
- ❑ Summarise, reflect back and clarify issues.
- ❑ Enable participants to conclude and plan.

### General or Specific Starting Focus

SESSIONS can begin from a broad range of positions, either agreed in advance with the client or chosen by the participants on the day. Opening discussions can simply be about the relevance of one of the twelve topics shown overleaf. Alternatively the starting focus can be a particular issue that has been identified by the organisation, which can then be analysed using ideas and frameworks offered by a topic.

### Flexible and Innovative Delivery

WORK *in focus* methods draw on a reservoir of techniques and resources to support management learning and strategy development. A flexible approach enables the facilitator to respond to existing knowledge levels and the specific situations of clients, so that the most beneficial support is provided.

Support can cover a variety of different needs, including background on concepts used during the sessions, help with framing situations, insights on strategy techniques and methods for planning, accessing knowledge and evaluating future progress.

### Series and Programmes

A SINGLE ISSUE *in focus* can be covered with different groups and/or carried over multiple interactions. Series of sessions at, for example, weekly or monthly intervals allow people to reflect on and apply ideas in the workplace. Knowledge build up is then effectively combined with practical experience and improvements. Businesses can commission Work *in focus* Impact Programmes or use sessions to support their own internally designed projects.

Available with other 'pick and mix sessions' in the Work *in focus* range

[www.workinfocus.co.uk](http://www.workinfocus.co.uk)

SEE NEXT PAGE FOR EXAMPLES OF AVAILABLE SESSIONS

## Two Hour Insight Sessions: examples from our 2018 range

### **LEADERSHIP *in focus***

Considers how the wide ranging and diverse leadership processes that make workforces tick can be more effectively nurtured and harnessed. Few subjects have captured so much attention in recent decades but important concepts have been largely unused in mainstream practice.

### **BUSINESS MODELS *in focus***

Helps develop clearer understandings of relevant business models and their operating contexts, including how they change over time. Being adept at framing how an organisation actually achieves its aims enables managers to more effectively deal with workforce issues.

### **PRODUCTIVITY *in focus***

Allows participants to construct meaningful definitions of productivity that suit particular workforce situations and then looks at what influences these. Considers practical difficulties with measurement, analysis and improvement.

### **LABOUR MARKETS *in focus***

Enables alternative insights on the relationship between an organisation and the labour markets it competes within. Engages with issues such as brand/reputation, recruitment, skills shortages and long term workforce planning.

### **TRANSITIONS *in focus***

Develops understandings of changes within organisations and their operating environments, including the connections between dimensions. Offers a chance to experiment with transitions thinking from the Dutch school and look for alternative ways of influencing situations.

### **EVALUATION *in focus***

Engages participants in critically examining the benefits and costs of methods used to determine how an organisation is doing and what is going on around it. Practical guidance and support is available on all aspects of evaluation.

### **MOTIVATION *in focus***

Tackles the thorny issue of staff engagement at work from different angles. While giving credit to contemporary wisdom on motivation, the session encourages participants to break out of the box of the 'theory of the individual' and examine a rich picture of group processes.

### **PRACTICES *in focus***

A chance to experiment with and look for ways of utilising an abundance of knowledge that has been generated by sociologists about the world of work. Largely ignored by the HR profession, the practices lens has the potential to transform workforce efficacy and a great deal more.

### **TEAMWORK *in focus***

Provides innovative ways of looking at how people develop and work together, in the context of employment. Encourages thinking on how effective teamwork can be sustained over time, in the context of high pressure work.

### **LEARNING TRANSFER *in focus***

Geared to unpicking the connections between the development and utilisation of skills, in workplace situations. A useful perspective for anyone interested in planning, designing or evaluating development activities.

### **LINE MANAGEMENT *in focus***

A 'big picture' approach to investigating the critical role of hands on leaders in specific workplace settings. Teases out contradictions, tensions and challenges that can make it hard to manage people in pressurised situations and lays the foundations for strategic action.

### **COMMUNICATION *in focus***

Many starting points and aims are possible in sessions within this topic. Example approaches include analysing workforce situations from a communication perspective or looking at how communication can be improved in general.

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