

Square Mile Leadership recommends a select range of profiling tools, books, free online learning resources, current guru recommendations, and provides coaching, assignment and learning support to complement its trainer-led and coaching interventions. We believe that:

- embedding new skills of value is critical to us individually and collectively
- people have unique ways of learning; there is not a 'one size fits all' solution to acquiring new skills, habits or convictions. We require different media and experiences for learning, and at our own pace
- every moment counts, so the choices we make need to be simple, easy to use and relevant
- digital technology offers a vast array of learning support to enable learning to 'stick' more quickly, while avoiding the risk of information overload

Online Recommendations with each HiT™ Session

- Lynda.com – annual contract giving access to learning for the most valuable business skills from leadership to coaching, communications and specific software
- Best of **Leadership on LinkedIn** – regularly updated on our website
- ILM resources for leadership, management and coaching on the Learning Zone (accredited programmes)
- TED Talks – engaging and inspirational speakers on a wide range of topics
- YouTube – short clips on leadership, management and business
- www.businessballs.com – free and easily understood management and leadership resources
- **SML Professionals Network Login** – with free resources (qualifying learners through the SML Professionals Network)

Profiling Tools

We use a variety of trusted profiling tools to help staff better understand how to get the most from themselves and others:

DiSC® Profiling

- Discover how to improve productivity, teamwork and communication
- Gain an insight into how you respond to conflict, stress and problem-solving
- Receive a detailed report about your personality and behaviour
- Understand the dispositions of team members to manage them more effectively

High Performance Team Profile™ (HPTP™)

- 12-week online development tool
- Identify the factors crucial to building and maintaining a high-performing, motivated team
- Practical and easy to use

Motivational Insights™

- Discover what truly motivates you
- Learn the nine basic motivators
- Increase commerciality, productivity and passion for success

Square Mile Leadership Learner Support Options

Before and After

- Pre-HiT™ reading or questionnaire encouraging learners to think about the outcomes they want to achieve
- Post-HiT™ Personal Development Plan (PDP) or Action Plan enabling learners to commit to actions and changes they wish to implement and to share these with their line manager or coach

HiT™ Support Programme (HiTSP™)

Coaching and mentoring are essential for more successful outcomes. Having attended a HiT™ course, participants complete a PDP or Action Plan. This encourages them to apply new knowledge and skills immediately in their workplace. SML helps to embed learning on two fronts:

- Directly with the delegate - SML offers a coaching and mentoring service to support the changes required via email correspondence and four sessions of telephone coaching and mentoring
- By training the manager to support their team - SML provides a full HiTSP™ pack with learning contracts, worksheets and progress reports

HiT™ Review Sessions (or Action Learning Sets)

Following training, these sessions enable participants to review their application of new skills and knowledge in the workplace, and to make further commitments to action on issues and opportunities that concern them. SML facilitates up to three HiT™ Review Sessions and trains the team to continue with these on their own.

There are usually three stages:

- Evidencing successes and identifying areas for development
- Listing possible actions and sharing of ideas
- Selecting what specific actions to take and when

ILM Assignment Support is provided for a minimum of six months after the last training session, including coaching and administration.

Leadership Exchange Observation Logs – for those participants on Scheduled or tailored programmes within the SLM Professionals Network

Let's Talk

Let's Zoom Video Conference or call 0207 436 3636 to discuss blended learning resources in more detail with a member of our team.