



TM

Learning to Action

www.janejamesconsultancy.com





Introduction

Helping organisations turn learning into measurable workplace change.

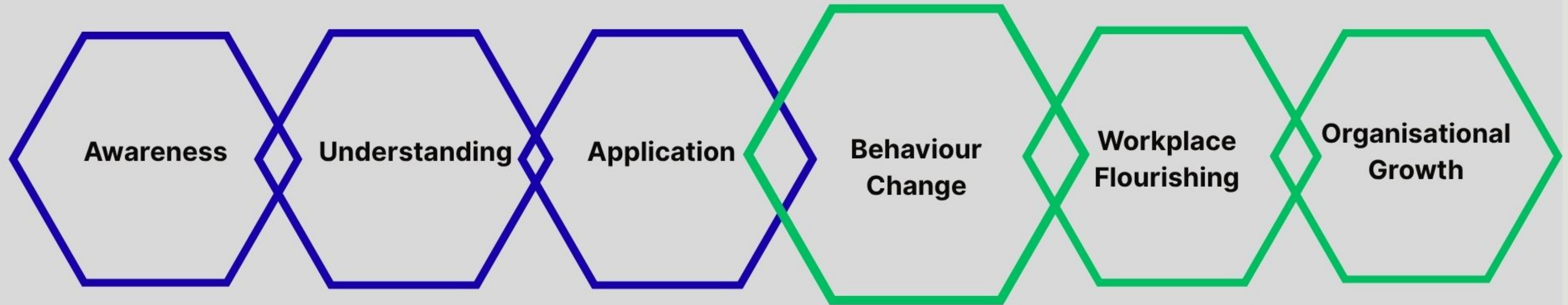
Most workplace training is forgotten in weeks.

Which is why I devised ***Learning to Action***TM

This ensures learning is embedded, through coaching, implementation support and measurable outcomes. Comprising:

- ***Discover*** - understand your needs
- ***Design*** - create the journey
- ***Enable*** - build capacity
- ***Measure*** - analyse results
- ***Review*** - reflect and refine
- ***Embed*** - new behaviours over selected coaching implementation period

Learning to Action™ Formula - Turning learning into lasting workplace change



The Learning to Action™ Formula turns learning into measurable behaviour change that strengthens workplace wellbeing and drives sustainable organisational growth.

Learning to Action™ Method



Example issues I help with

“Our managers lack confidence leading their teams”

“We’ve got a retention issue”

“Our teams seem to struggle with resilience and well-being”

“Sickness absence is up”

“Productivity is down”

“What is neuro inclusion? Are we at risk legally?”

“We’re going through a lot of change right now and the team is struggling”

“How can we be sure we are an inclusive employer?”

Why the Learning to Action™ model works

The issues are usually very clear but the causes aren't.

Using the model ensures the causes are known at the start enabling the right transformative process to be devised resulting in:

- Improved manager confidence
- Reduced absence
- Increased retention
- Higher engagement
- Improved psychological safety
- Stronger inclusion
- Reduced legal risk
- Measureable behaviour change

Packages of Support

Essentials - from £2,300 +vat

For organisations looking for a standalone learning solution with initial support to help embed learning.

- **Learning to Action™ methodology**
- **Bespoke training aligned to your organisation's needs**
- **Resources - may include the following depending on learning agreed - e-workbook, pdf slides and transcript, how to guides, CPD certificate, accreditation**
- **Email support for 2 weeks post course enabling delegates to begin applying their learning**

Implementation - from £4,500 +vat

For organisations who want to ensure learning translates into practical workplace change.

Everything contained in Essentials plus:

Premium implementation support over four weeks:

- Week 1 - Manager Q&A clinic
- Week 2 - Implementation coaching
- Week 3 - Case study/problem solving session
- Week 4 - Review session and next steps

Between above sessions:

- E-mail access
- Implementation workbook
- Action tracker

Transformation - from £6,250 +vat

For organisations committed to embedding lasting behavioural change.

Everything contained in Implementation plus:

- 12 weeks of virtual 1:1 check-in sessions
- Additional support to embed new behaviours
- Individual guidance to overcome barriers and maintain progress

Standard programmes

- I-Act Managing and Promoting Positive Mental Health and Wellbeing - ISO 45003 aligned accredited for 3 years
- Neurodivergence - How to be an Ally to your colleagues - CPD certified
- Neurodivergence - Managers - Build a neuro inclusive team - CPD certified
- Neurodivergence - 1:1 coaching recognising and conquering challenges at work



Misc workshops

- Building mind resilience when you don't have time - easy and adaptable tools to calm and clarify your mind before overwhelm hits
- Communication - types, methods, structure, difficult conversations, extreme listening, power of you over I statements
- What is Emotional Intelligence and how to master it
- Identify, analyse and manage personal conflict styles in different environments

Testimonies

“Jane has delivered mental health and wellbeing training to both staff and students. These are very sensitive audiences. I only entrust them to trainers I have faith in. The feedback I have received from Jane’s sessions has justified my faith. It is always very positive. It’s clear that Jane delivers training in an engaging and effective way. This ensures the content is both remembered and applied – a crucial outcome. I intend to book Jane as a trainer again and I have no hesitation in recommending her work to others” Personal view of client ***Paul Wilson, Staff Wellbeing Manager at Cardiff University***

‘Highly knowledgeable in their field and it shows, wealth of experience in lots of sectors, easy to listen and engage with. Answered all my questions openly and honestly.’ **Vickie, CloudFM**

‘I thought the Zoom session was excellent and I am definitely looking for you to devise and run more for my team. As a fellow facilitator the Zoom session focussed the team’s attention more than being in a training room environment!’ ***Andy, National Operations Manager***

‘You just keep making a huge difference. It’s amazing how you transform everyone.’ ***Margo DWP***

Case studies

An FM company wanted an eight week programme focussing on communication, conflict, emotional intelligence and building cohesive teams. Their team was based UK wide managing diverse teams of their own. A lack of cohesion amongst the teams resulting in higher sickness, lower morale and productivity and an increase in disciplinarians.

Using the Learning to ActionTM model, an agreed eight week bespoke programme focussing on self empowerment and resilience, EI, conflict analysis and management, holding difficult conversations and building better connections was devised building in e-mail support, e-workbook and recorded sessions as well as before and after polls and workshop evaluations to measure the transformation.

Teams became more inclusive as understanding grew around neuroinclusion, effective communication which increase morale, productivity and reduced sickness.

Thoughts from the commissioning manager:

‘Jane is a first class facilitator, she makes each session impactful and enjoyable which is a really difficult balance to achieve, I would wholeheartedly recommend her. ‘ ***Andy, National Account Manager***

Case studies

A manufacturing company wanted a programme which would enable all staff - working in the offices as well as the factory floor - to know how to interact with all colleagues at all levels. There was a feeling of isolation between staff where potential symptoms were seen as behaviour issues resulting in increased grievances and sickness.

The post workshop reviews were astonishing. Some recognised possible traits in themselves and their families as well as amongst colleagues. This knowledge gave them the tools to support more effectively. Inclusion increased and grievances decreased.

HR Manager, Northern manufacturing plant:

Jane engaged everyone from the factory floor to senior management. I now understand my wife better. She was recently assessed as being neurodivergent - I had no idea what that meant before. Understanding has grown amongst the entire team. This training has helped us at home as well as work'.

Hello, I'm Jane



For over 20 years, Jane has empowered people from all backgrounds to recognise and master their challenges to thrive in the workplace and at home.

She is a certified neurodivergent coach, a global I-Act mental health and wellbeing instructor, author of CPD certified courses for the workplace and author of self-help booklets. Jane has worked across diverse sectors including academia, manufacturing, corporate and utilities both in the UK and beyond.

“Learning without an implementation process is just lip service. Why waste time and money?”

CONTACT

For a no obligation discussion on bespoke solutions for your business:

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