

Welcome to Dare Learning

Hi, I'm Alisdair, the freelance trainer and coach behind Dare Learning, thanks for downloading this brochure



I created Dare Learning to give everyone access to the kind of people skills development offerings usually only available to larger organisations.

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Leadership Development



Mental Health First Aid

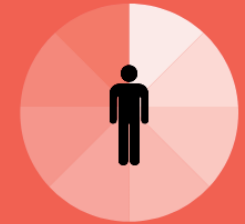


Sales Skills

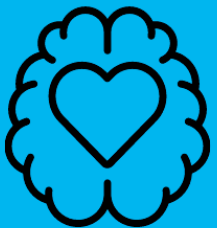


DISC

Workplace Behaviour Profiling



Emotional Intelligence



Problem Solving



CIPD

Chartered Fellow

Self-Leadership



Organising and Planning



Conflict Resolution



Creative Thinking



Thinking Strategically



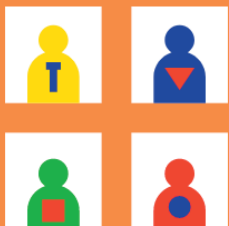
DARE LEARNING

Influencing Skills



Myers-Briggs

Personality Profiling



Resilience



NLP

(Neuro-Linguistic Programming)



Team Dynamics



Leadership Development

Blanchard® | Channel
Partner Network | Partner

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- SLII®
- Blanchard Management Essentials®
- Coaching Essentials®
- Leading People Through Change®
- Leading Virtually™
- Team Leadership
- Self Leadership
- Adapting to Change
- Building Trust
- Communication Essentials
- Conversational Capacity®
- Legendary Service®
- Teaming and Collaboration

As a leadership training and development company for more than 40 years, Blanchard Companies have been training millions of the world's best managers...managers who know how to bring out the best in their people, create great places to work, and deliver real bottom-line results for their organisations.

Dare Learning is proud to be an official Channel Partner of Blanchard Companies and offer the full suite of leadership development offerings...



Mental Health First Aid



I offer the full range of MHFA Englands courses - whether you want in-person or virtual delivery:

- Mental Health First Aider
- Mental Health Champion
- Mental Health Aware

'Mental Health First Aid England has approved Alisdair Ross FCIPD to deliver Adult MHFA courses.'

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Mental Health First Aid (MHFA) is an essential element of an organisations wellbeing strategy. It is a pro-active, early intervention tool, where people are taught to spot the symptoms of mental ill health and how to support that person.

MHFA works in tandem with your Employee Assistance Programme (EAP) as this is one of the critical support tools that Mental Health First Aiders will refer people to for support.



Myers-Briggs

Personality Profiling



Coaching people
Communication
Influencing others
Managing conflict
Decision-making
Leadership development
Change management
Team development
Career development
Career orientation



Myers-Briggs is the worlds leading personality profiling tool.

You will complete an online assessment and receive a detailed profile report stating your preferred style and what it means for your professional relationships.

I will then coach and train you to develop in your desired application area to improve the responses your get when working with others.



DISC

Workplace Behaviour Profiling



Self-Awareness
Awareness of Others
Team Dynamics
Conflict Resolution
Resilience
Leadership
Sales
Communication



The DISC model measures your workplace tendencies and preferences and provides an outline of your expected behaviour in various situations, such as how you respond to challenges and how you influence others. The four categories – D, I, S, and C – are based on a four-square grid.



Team Dynamics



Roles

Responsibilities

Playing to individual strengths

Mitigating gaps

Thinking win/win

Synergising

The power of praise

The power of recognition

Team dynamics are the unconscious, psychological forces that influence the direction of a team's behaviour and performance.

Team dynamics are created by the nature of the team's work, the personalities within the team, their working relationships with other people, and the environment in which the team works.



Self-Leadership



Self-awareness
Emotional management skills
Mind management
Mental fitness
Planning and organising
Personal goal setting
Motivation
Decision Making
Accountability
Strengths and Limitations
Personal requirements

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Our people skills are our Intra-personal skills (being 'people smart') and our intra-personal skills (being 'self-smart').

Self-leadership is about being 'self-smart'. Being more self-smart is a huge contributor to our business success. It makes us better leaders; better collaborators and better at working alone.



Sales Skills



- Business to Business Sales Skills
- Retail Sales Skills
- Inside Sales
- Consulting Skills

Sales process
Pipeline management
NLP in sales

Understanding market trends
Creating value propositions
Having value conversations
Qualifying sales opportunities
Developing sales strategies
Building rapport
Uncovering Customer Needs
Asking great sales questions
Improving listening techniques
Negotiation Skills
Handling Objections
Closing Strategies
Upselling and Cross-Selling



Problem Solving



Problem solving is a crucial workplace ability and yet is not taught in education.

Plug this gap in your teams capability set and learn how to get into a problem solving mindset on top of a variety of problem solving skills.

- Foreseeing problems
- Root cause analysis
- Influence of external factors
- Problem analysis
- Finding solutions
- Overcoming roadblocks



Thinking Strategically

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- Learn a structure for developing strategies
- Practice using strategy development tools
- Develop your own strategies to be more effective and thinking strategically

This offering aims to build in your thinking skills in developing strategies. You will learn several tools in strategy development and how to knit these tools together rather than using them in isolation.

The course uses a clear and simple structure for strategy development and you will build your own strategy following this structure by utilising the tools you will learn.



Resilience



Build your mental fitness and develop your resilience to stress and pressures that impact on us every day.

Learn how to de-stress; how to stop unhealthy habits and how to take more control.

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The modern business world brings pressures which test our resilience levels frequently in a range of ways.

Sometimes we exceed our stretch zones and find ourselves in our pressures zone which is where we suffer from damage to our mind wellbeing. We are often out under too much pressure with the best of intentions. We are trying to push the boundaries, we are committed to meeting a deadline or to master a skill, or someone has given us a task to motivate us.



NLP

(Neuro-Linguistic Programming)



- Understanding people's drivers
- Effectiveness of communication
- Building personal confidence
- Developing motivation
- Building rapport
- Presenting
- Questioning and Listening
- Leading and Coaching

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NLP is the practice of understanding how people organise their thinking, feeling, language and behaviour to produce the results they do. NLP is used for personal development and for success in business

A key element of NLP is that we form our unique internal mental maps of the world as a product of the way we filter and perceive information absorbed through our five senses from the world around us



Organising and Planning



Ambitions and Aspirations
Mission Statements
Goal Setting
Structures for Organisation
Prioritising
Task Management
Proactive Mindset
Procrastination

This offering aims to give people the skills to be more organised at work, to manage their time more effectively and to focus their time and energy on the tasks and objectives that are most important.



Influencing Skills



Listening to understand
Empathy
Rapport
Being Non-Judgemental
Awareness of Others
Motivations and Drivers
Body Language

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This offering aims to develop your skills at influencing people, developing people and moving people. Influence is the capacity to have an effect on the character, development, or behaviour of someone. You could be looking to influence someones mindset (their way of perceiving the world) or someones behaviour (what they actually do). This course supports you with learning and practicing the skills of influence.



Creative Thinking

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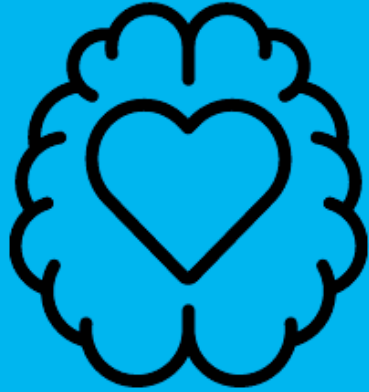


- Explore your natural inclination to think creatively
- Finding and creative mindset
- Finding the psychological state of 'Flow'...and staying there
- Creative Vs analytical thinking
- Using the power of imagination
- Playing with blue sky models, thought clouds, brain dumps

This offering aims to give you skills and strategies to think more creatively. Many of us believe that we are not 'creative' types. Some people perceive their intelligence as being more analytical or objective. All people are creative when the conditions are right. This course will help you to set the right conditions, use the correct tools and find the right mindset to unleash your creativity and generate new options for you organisation.



Emotional Intelligence



Emotional Intelligence has been said to be even more important than IQ when it comes to workplace effectiveness. Wouldn't it be great if we were better at reading people and situations, at understanding how and why different people react to the same event with different emotions.

- Accurately perceiving emotions
- Using emotions to help you think and to connect
- Understanding the causes of emotions, how they change and how to describe complex feelings
- Managing emotions so they can be used to motivate, inspire and problem solve while not overwhelming us



Conflict Resolution



Accommodating
Avoiding
Compromising
Competing
Collaborating

We each have a different natural style for dealing with and reaction to conflict and this can lead to healthy or unhealthy conflict at work.

Healthy conflict is where we have conflicting approaches that respect the strengths of one another's approaches. Unhealthy conflict is where we allow our differences to become harmful to the relationship.

