



# SKILL MASTERY WORKSHOPS



# OUR SKILL MASTERY SERIES

My humanity is bound up in yours, for  
we can only be human together."  
– Desmond Tutu

## SKILLS FOR A HUMAN-CENTRED FUTURE

### Why Be Human?

In a world where technology is advancing faster than ever, the skills that truly set us apart aren't digital, they're human. Empathy, resilience, adaptability, and the ability to connect meaningfully are what make teams thrive and organisations succeed.

Our Skill Mastery Series is built on a simple truth: the future needs the human advantage. These workshops focus on building practical, actionable skills that help your team lead with confidence, communicate with impact, and navigate change with courage.

Because tomorrow's leaders will be defined by their human strengths.

### What Makes This Series Different?

Each Skill Mastery Workshop is a one-day immersive experience designed to turn everyday workplace challenges into practical, repeatable skills your people can use immediately. No jargon. No endless slides. Just real-world strategies for building confidence, resilience, and adaptability.

We believe learning should be active, engaging, and human-centred. That means interactive sessions, peer collaboration, and opportunities to practise in real time. This is a chance to grow, connect, and lead with the strengths that make us truly human.

**"Let's shape a future where humanity leads the way – join us and take the next step in mastering the human skills that matter most."**



HEAD OF LEARNING STRATEGY  
AND RESEARCH

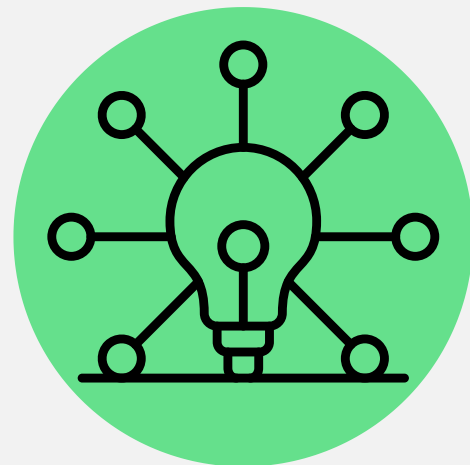
# OUR SKILL MASTERY SERIES

“Alone we can do so little,  
together we can do so much.”  
– Helen Keller

## QUICK FACTS TO GET YOU STARTED

### What You Need To Know

Before you dive in, here are the essentials at a glance. Our Skill Mastery Series is designed to make learning simple, impactful, and practical, so your team can focus on what matters most: building the skills that set your organisation apart.



#### FORMAT

One-day in-person workshops designed for maximum impact in minimal time.



#### FOCUS

Practical, human-centred skills that drive performance.



#### APPROACH

Interactive, hands-on learning with real-world application.



#### AUDIENCE

Leaders, managers, and anyone seeking to strengthen human skills.



#### OUTCOMES

Confidence, capability, and tools to immediately make a difference.

# WORKSHOP OVERVIEW

ONE DAY. REAL IMPACT.

The Skill Mastery Series is a collection of practical, interactive, one-day Skill Mastery Workshops designed to strengthen the human skills that make the biggest difference in today's workplace. Here are just a few of our popular choices.



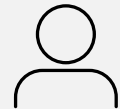
Scheduled



One-day



In-person



Up to 14 people

## CHANGE CHAMPIONS

ADAPT AND EXCEL IN ANY ENVIRONMENT



## COMMUNICATION ACE

UNLOCK THE SECRETS OF EFFECTIVE  
COMMUNICATION



"Education is the most powerful weapon  
which you can use to change the world."

– Nelson Mandela

## COACHING CATALYST

INSPIRE PEAK PERFORMANCE



## TEAM SYNERGY

ALIGN STRENGTHS, AMPLIFY IMPACT



# CHANGE CHAMPIONS

"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change." – Charles Darwin

## ADAPT AND EXCEL IN ANY ENVIRONMENT

Equip your leaders and managers to thrive in change.  
Stay flexible and manage uncertainty.  
Develop strategies to embrace and lead change.  
Navigate any transition smoothly.

### Become Change Champions.

In this workshop we focus on both the psychological and practical aspects of change. Participants engage with case studies and interactive experiences that build resilience and adaptability.

In this workshop, we explore:

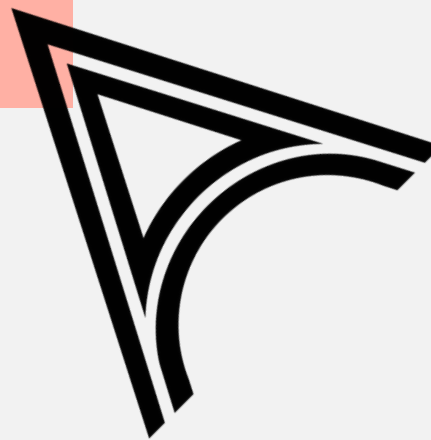
- Change management principles and their significance, including tools to analyse change and assess impact.
- How people react to change and strategies to manage resistance.
- Techniques to build flexibility, resilience, and ownership in the face of change.
- Best practices for leading teams through transitions.
- Analysis of real-world examples of effective change management and commitment to actions that drive lasting impact.

## BENEFITS FOR ORGANISATIONS

- Increased adaptability and responsiveness, even in uncertain times.
- Improved resilience, and the ability to recover from setbacks.
- Courageous teams, inspired to innovate and push boundaries.

## BENEFITS FOR LEARNERS

- Master the skills to navigate change.
- Build the confidence to guide teams through transitions.
- Improve resilience and personal wellbeing for themselves and their teams.



# COMMUNICATION ACE

“The single biggest problem in communication is the illusion that it has taken place.” – George Bernard Shaw

## UNLOCK THE SECRETS OF EFFECTIVE COMMUNICATION

Empower your team with strategies for clear and effective communication. Overcome the pitfalls that derail communication. Enhance clarity and reduce misunderstanding. Improve interpersonal skills and nurture connections.

### Communicate like an ace.

Our workshop combines proven communication techniques with practical, real-world applications. We use interactive exercises and scenarios that support participants in immediately applying what they learn and refining their skills.

Participants will explore:

- Communication principles and their importance in the workplace.
- Active listening and understanding.
- Body language and its impact on communication.
- Techniques for delivering compelling messages.
- Practical exercises to apply communication skills in real-world situations.



## BENEFITS FOR ORGANISATIONS

- Smoother operations are enabled by increased clarity and cohesion.
- Better collaboration resulting in higher performance, productivity, and innovation.
- Strengthened team dynamics and increased engagement.

## BENEFITS FOR LEARNERS

- Reduced misunderstandings and improved interactions.
- Stronger connections with others, transformed relationships, and enhanced networks.
- Increased influence, persuasion, and personal gravitas.



# COACHING CATALYST

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.” – Maya Angelou

## INSPIRE PEAK PERFORMANCE

Enhance your leaders' and managers' coaching skills. Learn how to set goals, provide constructive feedback, and support individual and team development. Empower others to reach their potential.

### **Become a catalyst for growth.**

In this programme, we focus on empowering leaders to develop their teams effectively. Our coaching programme is built on proven frameworks like the GROW model, and we emphasise practical application. Participants will engage in coaching conversations and receive feedback from our expert facilitators.

In this workshop, we explore:

- The role of coaching in leadership.
- The GROW coaching framework.
- Techniques for identifying effective coaching goals.
- Conducting coaching conversations with powerful questions and listening skills.
- Applying coaching skills with confidence in a real-world context.

## BENEFITS FOR ORGANISATIONS

- Enhance team effectiveness by empowering employees to take initiative and overcome challenges.
- Foster a culture of improvement and growth.
- Boost engagement and increase employee satisfaction.

## BENEFITS FOR LEARNERS

- Ability to support and develop others, and become a more effective leader.
- Help others reach their full potential, freeing up time for themselves.
- Career development for themselves and their team.



# TEAM SYNERGY

## ALIGN STRENGTHS, AMPLIFY IMPACT

Equip your teams to grow and perform together.  
Understand the stages of team development.  
Build trust, collaboration, and high performance.  
Create a shared language that strengthens teamwork.

**Unlock the power of synergy: turn groups into cohesive, high-performing teams.**

Guided by expert facilitators, the session blends theory with application. Leaders and team members will leave with practical strategies for building trust, navigating conflict, strengthening communication, and aligning around shared goals. The result is a stronger sense of cohesion, clarity, and commitment to collective performance.

Participants will explore:

- Creating psychological safety and authentic connection.
- Examining common barriers to collaboration (fear, confidence, emotion).
- Transactional analysis to understand ego states in conflict and strategies to resolve them.
- Driving alignment and shared goals by exploring goal-setting frameworks.
- Identifying commitments to sustain collaboration and revisit agreements.

“Talent wins games, but teamwork and intelligence win championships.” - Michael Jordan

## BENEFITS FOR ORGANISATIONS

- Stronger cross-functional collaboration and reduced silo working.
- Faster problem-solving and decision-making through improved communication.
- Reduced friction and conflict costs by equipping teams with constructive dialogue skills.

## BENEFITS FOR LEARNERS

- Greater self-awareness of personal strengths and their impact on team dynamics.
- Improved ability to communicate openly and constructively within a group.
- Stronger sense of belonging and alignment with team goals.



# SERIES A-Z

## EXPLORE OUR SKILL MASTERY SERIES

With the Skill Mastery Series, you're not limited to one path – you can choose from our wide selection of Skill Mastery Workshops to suit the needs of your team and your organisation. If you're not sure which workshops will deliver the learning and impact you're looking for, get in touch and we'll help you find the perfect solution.

### Looking for something more structured?

Ask about our Skill Tracks – coherent, themed learning journeys that combine complementary workshops for deeper development and lasting impact.



## A-K

Bias Interrupted

Change Champions

Coaching Catalyst

Communication Ace

Conflict to Cohesion

Courageous Conversations

Critical Thinking

Cultural Fluency

Empowering Inclusivity

Growth Mindset

Innovation Igniters

## L-Z

Lead Through Influence

Leadership Unlocked

Leading Hybrid Teams

Leading with EQ

Me, Myself & AI

Performance Excellence

Personal Effectiveness

Problem-Solving Pro

Psychological Safety

Resilience Builders

Team Synergy

The Art of Presenting

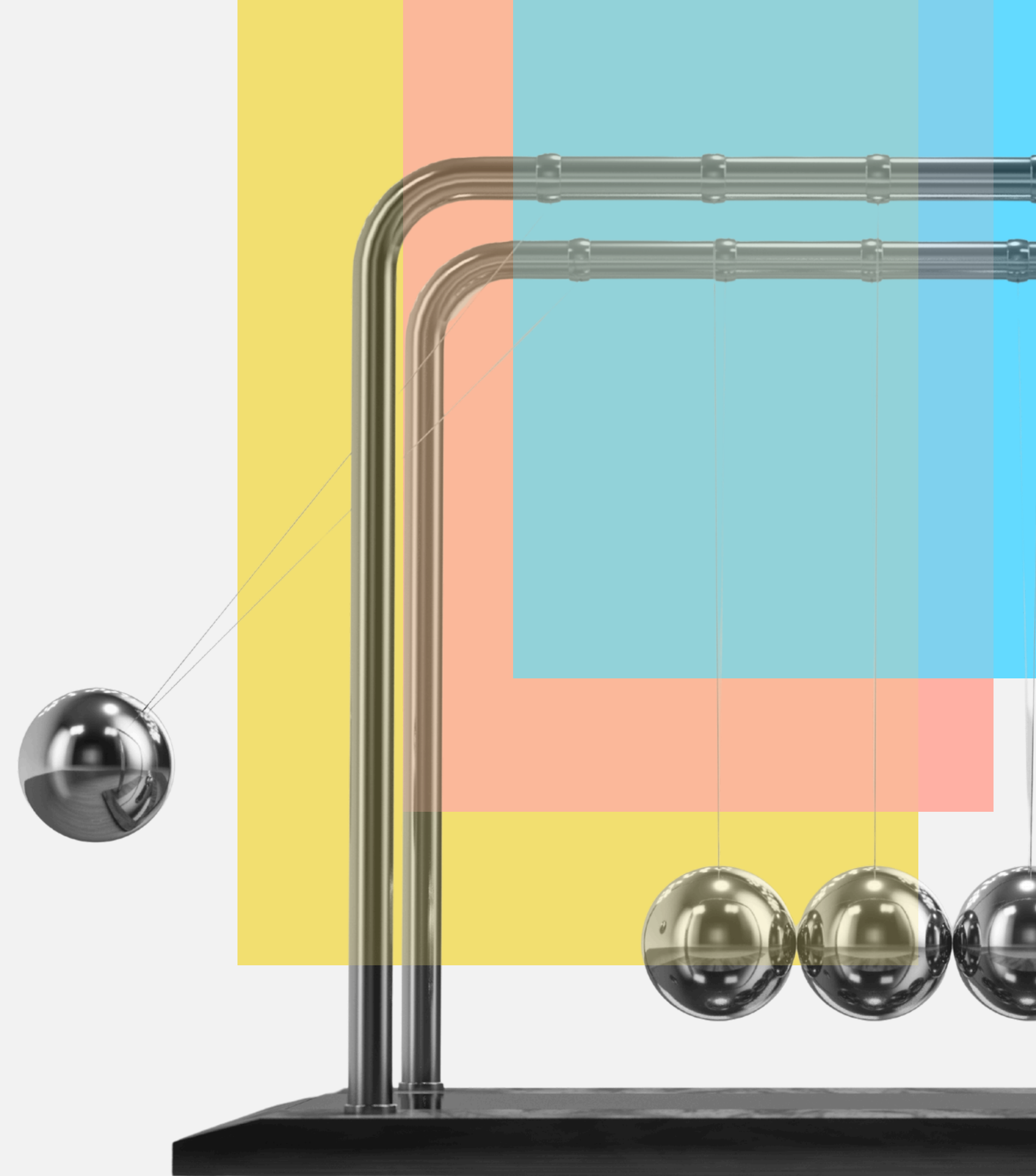


# LEARNER ENGAGEMENT AND ROI

LOOKING TO DEMONSTRATE IMPACT?

True leadership development goes beyond the workshop; it's about sustained engagement and measurable outcomes. Our Skill Reflection Module is the bridge between learning and measurable impact.

This optional add-on offers a cost-effective way of delivering high value. By guiding participants to revisit key concepts, assess progress, and evaluate real-world application, we demonstrate clear ROI and strengthen learner engagement.



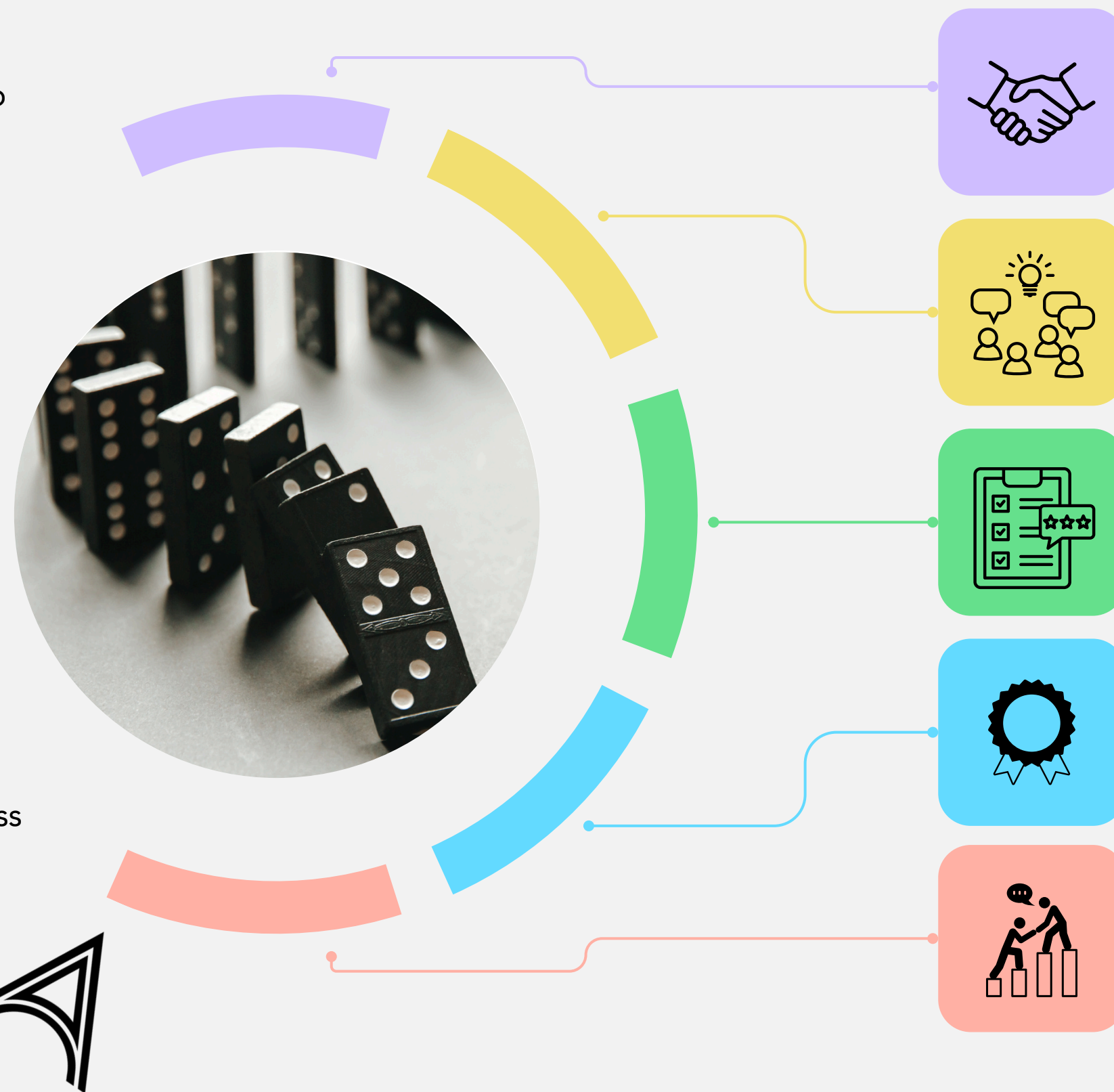
# SKILL REFLECTION MODULE

We believe each Skill Mastery Workshop is a part of a deeper development journey.

This structured approach transforms knowledge into sustainable habits, making learning truly stick.

Our Skill Reflection Module, hosted on Sana (our in-house LXP), extends learning beyond the workshop, over a period of three months or more, to support participants embedding and applying their new capabilities in real-world contexts.

Through guided reflection, participants revisit key concepts, assess their progress and impact, and translate insights into actionable behaviours that strengthen leadership effectiveness.



## PREPARE

The journey begins on Sana with an interactive onboarding experience to set objectives and benchmark current skills, while also giving participants facilitator information and preparation materials.

## ENGAGE

Participants attend the face-to-face module, engaging in experiential learning followed by the Level 1 Evaluation.

## IMPACT

The journey continues on Sana through Level 2 Evaluation and an Impact Self-Assessment.

## REWARD

Participants celebrate achievement with a certificate of completion and unlock access to our Micro-Coaching Campaign.

## EMBED

Sustain growth with six fortnightly micro-coaching emails and a three-month post-workshop survey to reinforce learning and track long-term impact.

**Ready to explore our series of  
Skill Mastery Workshops?**

For more information, contact  
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01926 488000

