



## Ac-CLIMB-atise

Help your managers and employees to quickly adjust and become effective and productive contributors to your organisation despite times of change, uncertainty and pressure.

### Why focus on people development at this time?

Over the coming months, your teams and managers will be affected by challenges such as:

- Lack of clarity and high levels of uncertainty
- Complex emotions and home-life pressures for furloughed staff
- New and varying demands on retained staff

The longer-term effects of this are unknown, but there is clear danger in not taking action now to mitigate the risks to performance and resilience.

All employees can engage in development and training – including those who are furloughed, so long as you ensure their furlough pay is either no lower than National Minimum Wage level or is topped up to NMW level for the time they spend in learning.

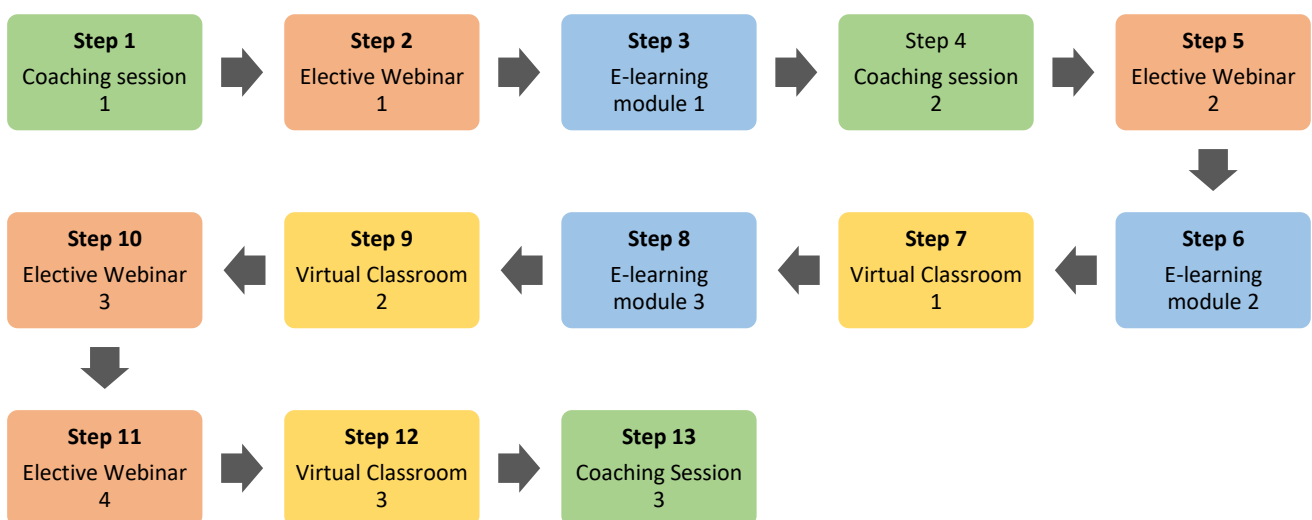
Training and development has a powerful role to play during this time in upskilling your people and managers, creating a sense of normalcy and reassurance, connecting them with others to enhance their social network and resilience, and enabling people to hit the ground running as we start to emerge in a new world of complex social, technological and economic changes that have accelerated during this time.

## What is Ac-CLIMB-atise?

Ac-CLIMB-atise is Keystone’s virtual/remote development programme for managers and employees in these unprecedented times. It is:

- Two-track – one version for managers and another version for employees, so each person receives development that is appropriate to their role and responsibilities.
- Skills-based – focused on practical tools to support people to maintain productivity, cultivate a positive mindset, grow leadership capability, and navigate changes to work and personal circumstances.
- Personalised – each person is led by a handpicked coach who creates a personalised learning pathway for the individual as well as delivering mentoring and personal development guidance.
- Blended – incorporating best practice learning methodologies such as coaching, interactive webinars, immersive theatre techniques in virtual classrooms, and e-learning modules.

## The learning journey – employees



## The learning journey – managers

\* Managers can choose to access any of Keystone's 7 e-learning modules throughout the programme should they want to benefit from additional learning resources.



## The programme elements

### Coaching sessions – c. 1 hour each

*Employees have 3 coaching sessions, managers have 6 coaching sessions*

The first coaching session allows participants to work with their handpicked coach to agree personal needs and requirements, desired learning outcomes and to choose the initial electives to create an individualised learning pathway. Subsequent coaching sessions check in on progress and allow for practical “learning application” discussions, questions and coaching/mentoring to take place. The final coaching session reviews the learning journey to date and helps participants to plan their self-owned ongoing development over the coming months and years.

### Elective Webinars – c. 2.5 hours

*Employees take part in 4 webinars, managers can select 5 webinars*

A suite of elective, interactive webinars on key topics:

#### *Employees’ webinars*

- Working Remotely
- Resilience and Wellbeing
- Dealing with Change
- Making Safety Personal – Behavioural Safety

#### *Managers’ webinars*

- Agile Leadership
- Managing Remote Teams

- Resilience and Wellbeing
- Managing Wellbeing in Others
- Recruiting and Assessing Remotely
- Strategic Thinking
- Dealing with Change
- Managing Change
- Keeping Yourself and Your Team Engaged
- Making Safety Personal – Behavioural Safety
- Leading Yourself and your Team within Volatile, Uncertain, Complex and Ambiguous (VUCA) Environments

### E-learning – c. 2.5 hours each

*Participants have access to Keystone's 7 e-learning modules hosted on our platform LearnExpress*

- Planning, Organising and Time Management
- Communication Skills
- Coaching Skills
- Performance Conversations
- Managing Meetings
- Presenting with Impact
- Unconscious Bias Awareness

### Virtual Classroom sessions – c. 3 hours each

*Virtual Classroom sessions using theatre techniques*

Using professional actor facilitators to bring challenging characters, behaviours and situations to life, accelerating application of learning so delegates feel confident of their newly acquired skills and approaches before transferring them to real life.

There are four Virtual Classrooms:

- Virtual Classroom 1: Impactful Presentation – communication styles, optimising your style, getting to 'Why', personal impact.
- Virtual Classroom 2: Getting Your Message Across – advanced communication skills, managing delicate conversations, storytelling, delivering the message.
- Virtual Classroom 3: Supportive Conversations – dealing with resistance, managing delicate conversations, protecting yourself, your colleague and your organisation, working collaboratively, working with candour.
- Virtual Classroom 4: Realplay – a reactive virtual classroom session in which actors recreate bespoke situations and characters as suggested by delegates, to invite interaction and navigation by the group.

---

To find out more and discuss how Keystone can support your people, please contact:

**Jacqui Burrows, Business Development Manager**

[jacqueline.burrows@keystonetrainingltd.co.uk](mailto:jacqueline.burrows@keystonetrainingltd.co.uk) / 07914 677719