

## **Changing Times Demand Positive Leadership!**

**Turning problems into opportunities for personal growth**

**A Business Skills Masterclass for the Senior team, delivered by Carole Spiers,  
International Motivational Speaker & BBC Guest-Broadcaster**

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Now that uncertainty has become endemic, leaders need to communicate openly with their workforce, at every level throughout the organisation. At these times, you must be able to offer your teams a clear focus and a strong anchor. Human Change Management is not just a business model. Employees need to be continuously shown the opportunities for personal growth in line with the organic changes happening around them, and you must manage the differing reactions within your team.

### **This programme is designed for:**

Leaders who need to motivate their teams and get them on side while the organisation goes through its vision of change for the future.

### **Aims of the programme are to:**

- Increase your managerial skills in dealing with organisational change
- Provide strategies to boost productivity and morale during uncertain times

### **Outline**

- Understanding why change is difficult to manage
- Subscribing to the vision of change with right mindset, attitude and perspective
- Encouraging employees to come out of their comfort zone
- Living with the 'new normal'. Getting teams to work alongside each other
- Maintaining and encouraging a positive attitude to the inevitability of change
- Empowering teams and building a vision of a corporate future with common goals

### **Outcome**

#### **By the end of the programme, delegates will be able to:**

- Appreciate the different reactions of people going through change
- Get buy in from your teams and bring everyone together
- Learn how to be mentally tougher, to manage daily challenges
- Identify team members who will help you lead the new agenda
- Motivate, engage and inspire others – and carry them with you.
- See the vision and build the future, instead of just reacting to it.

**This programme is not only designed for insight but for also for effective action.**

**THIS MOTIVATIONAL PROGRAMME CAN BE DELIVERED AS A KEYNOTE OR WORKSHOP.**

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# Your Presenter - at the service of Government,

## Business and the Professions - Worldwide

**Carole Spiers**, FISMA, FPSA, MIHPE  
**CEO Carole Spiers Group [London]**  
**International Motivational Speaker**  
**BBC Guest-Broadcaster**



Carole's credibility is rooted in twenty years' success as CEO of a leading UK Stress Management Consultancy. As a World Authority on Corporate Stress and popular BBC Guest-Broadcaster, Carole's focus is on developing healthy workplace cultures through building resilience, minimizing the risk of stress and enhanced well-being.

Author of a best-selling book *Show Stress Who's Boss!*, Carole works with equal success in the contrasting cultures of UK and the Middle East that for over 20 years, has numbered among its clients leading corporations including, Accenture, Al Habib [Oman] AXA, Qtel [Qatar], Etisalat [Dubai], Dubai Cables, Gasco, IBM, Kanoo Group [ME], Mubadala and Walt Disney.

Carole is a high-energy motivational speaker able to combine inspiration with insight and her charismatic style and ability to engage emotionally with audiences has made her a sought-after keynote speaker around the world.

She is a Fellow and Past President of the Professional Speaking Association, London. In the UK, Carole launched National Stress Awareness day on behalf of the International Stress Management Association<sup>UK</sup>, of which she is the current Chair.

She is regularly called upon by the national press and media for comment and is an acknowledged expert by her entry in Wikipedia.

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*Carole Spiers has made a measurable difference to the skillset of our C-suite team at Gasco. She regularly delivers Masterclass programmes that develop excellent insights into many of the human challenges that are experienced within the oil & gas industry. Popular and highly regarded, Carole invariably inspires and motivates as she delivers her presentations with impact. A distinct advantage is that our teams have been able to implement her strategies back into the workplace with immediate effect. Carole Spiers comes highly recommended from major industrial clients."*

Dr. Jenny Lea-Hewson, Leadership Development Department Head, Gasco