



Connected Management 2025

Helping managers develop the skills, knowledge, tools and confidence to lead thriving, high-performing teams.



Welcome to Connected Management '25

Hello!

Connected Management is a people-centred development programme for leaders and managers who really care about creating high performing teams and great places to work.

This programme will help you develop the skills, knowledge and confidence to lead thriving, high performing teams. By the end of this programme, you will understand the psychological and social foundations on which great teams are built, and to learn the tools and practices used by high-performing managers.

This programme consists of 10 online workshops, two 1:1 coaching style conversations and lots of independent learning resources and videos to help you develop a deep and rounded understanding of people-centred management.

Over the next few pages, we'll let you know more about what you can expect from the programme and what topics are covered over the cohort.

We're super excited to be delivering this open programme for the fifth year in a row and are looking forward to welcoming all of you to the 2025 edition soon.

James, Laura & Lee

Our management development philosophy

We believe that the real world is a complex and messy place, especially where people are involved. We don't believe that there are simple solutions to many of the challenges managers face, nor do we believe that there are single models that are universally applicable that will make you a great manager or leader.

Instead, we believe that becoming a great manager involves improving your self-awareness and developing a rounded understanding of the psychological and social foundations on which great individual and team performances are built. Once you've done this, you can learn tools and management practices that you can apply to achieve your management objectives, while helping yourself and those around you be at your best.

Our management development approach is anchored in helping participants explore evidenced based, practically applicable theories and models through self reflection, conversation, peer-based activities and in team experiments.

At our core, we believe that helping participants grow as people helps them grow as managers, so this is a big part of what we aim to do.

What past participants say about the programme

"This programme has taught me that a good manager is always trying to learn and better themselves to improve their team. It was really enjoyable to have some of the core tools shared with me instead of having to find it out on my own through trial and error."

- Senior Account Manager

"The programme was full of useful information, tips and tools to take away and use. The information is always presented clearly with a real focus on how you can practically implement and use it in your own work situation. Highly recommended."

- 2023 Participant

"The format kept the programme very engaging and gave plenty of opportunity to speak to fellow trainees which is something which is often missed from other online course."

- 2024 Participant

How our development programmes feel

- ✓ Our develop programmes and workshops are friendly, welcoming, non-hierarchical and inclusive,
- ✓ We keep our group sizes small to help create more space for more participant engagement and interaction,
- ✓ We know that participants bring lots of knowledge, insight and experience, so we always make space for peer-based learning and discussion,
- ✓ As facilitators we are humble, inquisitive and love to listen and learn,
- ✓ We see our role as sharing the latest thinking from the worlds of psychology and management science and guiding and supporting you as you develop your insight and understanding,
- ✓ We adopt a coaching based and facilitative approach so most of the activities we use are conversationally based and involve working in small groups,
- ✓ We always try and provide some time for reflection on the subjects we are exploring before or during our sessions, so that those who benefit from some thinking time get the chance to really contribute,
- ✓ The content we use is anchored in evidence-based theories and models, and we always try and bring theory to life through real practical examples,
- ✓ We really enjoy what we do and have fun working with participants, which makes the sessions enjoyable.

Online workshops: topics and contents

This programme will help you develop the skills, knowledge and confidence to lead thriving, high performing teams. By the end, you will understand the psychological and social foundations on which great teams are built, and to learn the tools and practices used by high-performing managers. Take a look below to find out more about what each week includes:

01 Programme Launch & Welcome Session

- Participants connect with each other and build relationships,
- Explore how they would like to work together as a group, and
- Reflect on what they would like to get out of the programme

02 Managing & Leading Teams

- Participants think about what leadership and management are and discuss some of their own challenges,
- Explore some of the dynamic tensions managers experience, and
- Learn a very simple model of leadership

03 Emotional Intelligence

- Participants learn what emotional intelligence is and why it matters,
- Explore some of their own unhelpful thinking and feeling patterns, and
- Learn how to help themselves and others be at their best more often

04 Interpersonal Dynamics

- Participants learn what trust is and how to build it,
- Explore the concept of social threats and rewards in work, and
- Reflect on the power of understanding others, asking great questions, listening to others and our mindsets

05 Psychological Safety

- Participants learn what psychological safety is and why it matters,
- Explore the key building blocks of psychological safety in teams, and
- Learn the core actions they can take to improve psychological safety in their teams

06 Team Cultures & Hybrid Management

- Participants learn what organizational cultures are and how to influence them,
- Explore the potential pitfalls and challenges of hybrid working, and
- Reflect on what they can do to create a great hybrid working culture

07 Designing & Delegating Roles & Tasks

- Participants learn about the relationship between performance and pressure,
- Explore the importance of balancing employee demands & resources, and
- Learn what good task design, delegation and supervision look like

08 Communication for Managers

- Participants are introduced to the concept of communication styles and preferences,
- Explore what makes a great 1:1 conversation, and
- Reflect on the good, bad and ugly of meetings, and how to improve them

09 Feedback & Celebrating Success

- Participants explore how to get better at shaping a feedback culture,
- Learn how to be better at receiving and giving feedback, and
- Reflect on the power of celebrating success and discuss how to be better at doing so

10 Coaching for Managers

- Participants learn the fundamentals of coaching and a basic coaching model,
- Practice coaching conversations with each other, and
- Close the development programme and reflect on how to continue their learning journey

Online workshops: dates & times

The Connected Management programme includes:

- 10 Online workshops that will be delivered between April and early July 2025 on a weekly basis.
- Each workshop is 2.5 hours long.
- Sessions will take place on the same day/time of the week. The days and timings for 2025's sessions are still TBC and will be confirmed once we have a better understanding of our participants needs.
- A webpage will be updated after each session and links available to content if you are unable to attend or want to recap anything covered again.



2025 Cohort : Starting week commencing 28 April 2025 (Online, Open to All) Day and timing to be confirmed early 2025

01 Programme Launch • w/c 28 April • Time TBC	02 Managing & Leading Teams • w/c 5 May • Time TBC	03 Emotional Intelligence • w/c 12 May • Time TBC	04 Interpersonal Dynamics • w/c 19 May • Time TBC	05 Psychological Safety • w/c 26 May • Time TBC	06 Cultures & Hybrid • w/c 02 June • Time TBC	07 Designing & Delegating • w/c 09 June • Time TBC	08 Communication for Managers • w/c 16 June • Time TBC	09 Feedback & Success • w/c 23 June • Time TBC	10 Coaching for Managers • w/c 30 June • Time TBC
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Coaching style conversations and support

Our workshops are very conversational and provide space for ad-hoc conversations to support participant development and help with participants real world challenged.

In addition to the workshops, each participant will have also two, 1:1 coaching style conversations with a facilitator to support them in their development and growth, and to help them in relation to real-world challenges they are facing.

Independent learning

To support further independent learning, we share pdf copies of our workshop slides, videos we've recorded covering the key learning points, a "management toolkit" pdf summarising key learning points for each session and links to other learning resources including videos by others, articles and podcasts.

Tools and technology

We use three main digital tools to help create a great learning experience throughout the programme: Zoom, Miro and our website.

Zoom - We use Zoom for our online workshops. If you don't already use it, you can learn more and download the free Zoom app via [this link](#).

Miro - We use Miro for collaborative, online whiteboards. Participants do not need to have a paid Miro account, they can participate fully as a guest.

Website - We create a dedicated, password protected page on our website for each cohort of Connected Management, which is where we share session workshops and the independent learning materials.

Participants will have access to this page until the end of the 2025 calendar year.

About our Facilitators



I'm James. I live in Edinburgh and have delivered this programme since 2020. I worked in finance and financial services for the first half of my career, before transitioning into the leadership, management and organizational development work about 10 years ago. I love helping teams grow and develop. When I'm not doing that, I like running, food and travel.



I'm Laura. I live by the sea in Dalgety Bay, Fife. For many years I worked as an Accountant. These days, life is a little different and I wear many hats: Mum of two boys, Reiki Healer and an associate with WOW. I'm passionate about helping teams & individuals develop and thrive. Away from work, you will find me doing anything which involves being in nature!



I'm Lee. I live in Nottingham. I worked in financial services for 25 years as an IT Director, before transitioning into executive coaching and leadership development in 2022. My passion is people. I love seeing the impact that leadership programmes and coaching can have on their careers and their lives. Outside of work, I'm either watching/playing sport or looking after our menagerie of animals.