

Consultancy Update

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January 2005

Who we are and what we do:

- The **Susan Dadswell Training Consultancy** exists to provide affordable, flexible, well-targeted learning solutions which support organisations in meeting their business objectives.
- Sue Dadswell is the lead consultant who has a network of associate consultants she can call on to service the larger or more specialist learning project.
- We are based in North Buckinghamshire. Our consultants work nationally
- Telephone: 01296 711077

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Challenges for 2005

The start of 2005 has been marred for all of us by the terrible natural disaster in Southeast Asia. Few of us can have remained untouched by the TV images that we watched and the newspaper accounts that we read over the Christmas and New Year period.

What has been heartening is the British public's generous and immediate response to the appeals for financial aid. Individuals and organisations alike have been open handed in their efforts to raise cash. This is encouraging

not only on an emotional level but also on a practical, business level. It is clear that if people believe in a cause and a common purpose, they do not hesitate in applying their energy fully. The challenge to us in work is: how can we capture that energy and commitment on a daily basis? If we, as managers, fail to create a compelling purpose for people's endeavours, we will struggle to motivate our teams.

As part of our leadership training events, we spend time on de-

fining purpose for both manager and team member.



The common understanding of organizational and personal purpose is fundamental to both leadership and, perhaps more mundanely, the management of time.

The Newsletter

This newsletter is the first of 2005. There has been something of a gap between this edition and the last of 2004. This is for the best of reasons: the consultancy had its busiest three month period EVER!

This has meant that we have been unable to produce our usual update.

What have we been doing? Well much of our work has been in the area of Freedom of Information, as well as Diversity Awareness and Bullying and Harassment Awareness.

Additionally, a substantial segment of our work has been in the field of first line leadership skills, including some

interesting work with non-faculty staff at a London post-graduate school. Please feel free to ring Sue if any of these strikes a chord with you.

All contact details are on page 3

Avoiding Death by PowerPoint™

PowerPoint™ is undoubtedly an essential tool in the modern workplace, allowing all of us to appear professional and on top of our game. However we have all suffered the PowerPoint™ presentation that is a triumph of form over content.

Swooping graphics, inappropriate sound effects and too much information can all mar a presentation and mask the intended message.

The consultancy can offer a bespoke coaching service for

the novice or the experienced presenter. So whether it's the basics you need or feedback on your style or even if you would like someone to give your material the 'once-over' to ensure maximum impact, we can help.



We can video you and give detailed feedback on speech and body language, proofread slides and give you tips on dress and personal presentation.

The venue could be your place of work or if you prefer a neutral location.

In addition we offer workshops for small groups (max. 6 people).

Please contact us to discuss your individual needs.

Contact details: page 3

Coming soon: SDTC Website

Currently in the design phase, the consultancy hopes to launch its new website in the next few weeks. Details will appear in the newsletter.

We hope to use the website to supplement the newsletter, rather than replace it. It will carry profiles of Sue and her associate trainers and consultants, client spotlights and topical arti-

cles.. Additionally, we will offer brief outlines of the workshops we can provide.

If there is anything you would like to see on the website, let us know.

I will make a

small donation to a charity of your choosing for the best suggestion.

Closing date: 7 February 2005

Should you feel that you are not the right person to receive this newsletter, please return the envelope, marking it with the appropriate contact details.
THANK YOU!

The world's a stage...

One of our most useful workshops this year featured the use of two professional and experienced actors. This talented duo really brought to life an event on Bullying and Harassment. The advantage of this approach is that participants do not (necessarily)



have to take part in role plays, they can distance themselves from the 'action' and the actors can recreate scenarios at the direction of the workshop group.

This method is particularly suited to sensitive issues, but can used also

for training in Appraisal Interviewing, Dealing with Difficult Situations, Handling Problem People among others.

If this is an approach you would like to consider or you would like an introduction to the agency that helped us, please ring Sue

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CALL FOR A FREE
CONSULTATION!

Sue Dadswell is an experienced Training and Personal Development Consultant with some 16 years' experience in the field. She founded the Susan Dadswell Training Consultancy in 1997 when she began working independently after 8 years with the UK's leading training and campaigning organisation.

SDTC believes that to provide value to the client and to the individual learner, any learning intervention should have specific goals in line with the business plan. The activity should be designed both to enhance organisational competitiveness and to provide the learner with a useful addition to their personal skillset. The intervention could be a traditional workshop, 1:1 coaching, guided study or project work, or a combination of methods.

Questions and Answers

Do I have to pay for an initial consultation?

No. Your first consultation is complimentary and can be done at your convenience over the telephone. However, if significant travelling is involved we may ask you to cover the cost of the journey. Our time will not be billed for the first meeting

Do you provide in-house training?

Yes. We can work closely with you to design interventions that suit your business. We can be flexible not only about delivery method but also about location and duration. (From 1 hour coaching sessions through to week-long residential). We can also provide someone to deliver your own 'off-the-shelf' products where there is no in-

house deliverer.

How would you describe the style of your in-house workshops?

We work hard at making our events (whether tailored and in-house or open-access) participative, fun and beneficial for organisation and participant alike. Most workshops are supported by a workbook which the delegate takes away with them

Do you run open-access workshops?

We do not have a scheduled programme of workshops. However, occasionally where there is a demand from clients we offer places on ad-hoc workshops on a particular theme e.g. Managing Change,

Performance Management, Assertiveness etc. These open workshops run with small numbers (minimum 3 delegates, maximum 10 delegates.)



FAQs