

**an innovative career development programme with a management focus  
for women and men on the way up**

**in Glasgow**

**Part 1 on Wednesday 31st August & Thursday 1st September and  
Part 2 on Wednesday 2nd November 2016**

**What is it?**

Spring Forward enables participants to:

- brush away the cobwebs and take an in-depth look at what they are doing and where they are going
- clarify their aspirations
- become more focussed
- improve their management performance by gaining insight into how gender, culture and managerial issues influence communication at work
- implement a healthy stress management strategy
- revitalise their work/life balance
- set stretching, yet realistic, new goals
- make an impact in the way they present themselves and their ideas
- boost their self-motivation and positive attitude.

- gaining coaching and mentoring that supports your aspirations
- understanding how your brain ticks - for increased effectiveness
- how men and women communicate at work
- creating a vision for the future that puts a spring in your step
- getting to grips with your perceived barriers to success
- relaxation and stress management
- setting imaginative yet realistic goals
- hearing other people's perspectives on your issues. (In evaluations, this is the aspect most highly valued by participants.)
- making an impact in the way you present your ideas.

**Who is it for?**

For women and men who are either:

- considering a move into a management or leadership role, or...
- eager to progress further in their management or leadership role.

**What does it consist of?**

Spring Forward is a grounded three month programme, consisting of four tried, tested and profoundly effective elements:

- a two-day workshop followed, three months later, by a one-day workshop
- an individually-tailored, two to three month project
- coaching support
- an attractive and comprehensive pack of exclusive course materials, including a specially recorded relaxation CD

**What results can I expect?**

Participants have said that Spring Forward was "the best preparation" for their new role and that they "managed the transition much more smoothly and effectively" as a result of attending. In addition it boosted their aspirations, skills, drive and confidence, and widened their perspective on taking on a leadership role.

Participants who were already in management or a senior professional role, say that Spring Forward was a real eye-opener to them, enabling them to understand their role, to build on their existing experience, to stand back from their day-to-day tasks and to optimistically plan a dynamic and fulfilling future.

**When can I start?**

The next Spring Forward Programme is being held in Glasgow city centre on Wednesday 31st August & Thursday 1st September 2016 with the third day on Wednesday 2nd November 2016.

**What does it cover?**

- putting your positive attributes to work
- harnessing your 'drivers' for increased success
- developing and improving your leadership
- presenting yourself positively as a leader

**How much does it cost?**

The Programme fee is **£408.00** per participant (£340.00 plus VAT @ 20% £68). This includes participation in all three days, light refreshments on those days and a copy of the Spring Forward pack.

## **The Spring Forward Development Programme - BOOK YOUR PLACE NOW**

To book a place on and/or for more information about this three-day Spring Forward programme being held in Glasgow at The Premier Inn, 187 George Street, Glasgow G1 1YU, Part 1 on Wednesday 31st August & Thursday 1st September and Part 2 on Wednesday 2nd November 2016, send your details to Gillian Neish, Neish Training P.O. Box 26999, Glasgow G1 9DH Email: [info@neishtraining.com](mailto:info@neishtraining.com) or book via our website [www.neishtraining.com](http://www.neishtraining.com)

**First Name:** \_\_\_\_\_ **Surname:** \_\_\_\_\_  
**Organisation:** \_\_\_\_\_ **Job Title:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Postcode:** \_\_\_\_\_ **Daytime Tel No:** \_\_\_\_\_  
**Email Address:** \_\_\_\_\_

**Once your place is confirmed, an invoice will be emailed to you for payment via BACS or Paypal**

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Book by 29th July 2016 for 10% Earlybird discount!**