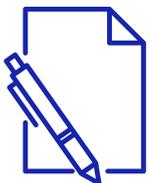




# What does Fresh Steps deliver?

Not every career runs forever. Career breaks happen, parents take time out to look after children or to be carers, while life after redundancy is also becoming more common. Most of us who have been in work for some years find ourselves living with the consequences of decisions we may have made many years ago. However, our circumstances may now have changed and our work and personal goals may need to change as well.

Fresh Steps is an innovative personal and work development programme which enables people to review their professional progress, reassess their priorities and direction and set and achieve new personal and work goals.



**1,500**  
Fresh Steps  
trained participants  
since 2007

**40**  
Fresh Steps  
trainers licensed  
to date

**Contact us today for more information:**

**0141 341 0469**

**info@neishtraining.com**

**www.neishtraining.com**

# fresh steps

for a new age  
and new stage

For  
individuals



For  
employers



Our clients



Outcomes  
that make a  
difference



The innovative  
programme  
structure

## 1 For individuals

Fresh Steps is for anyone who wants to reassess where they are in their lives and work, review their priorities, explore new possibilities and set new goals. It helps deal with change, inter-generational working, reassessing changing values, the setting of goals, and relationships with others. It prepares you for change - coming back into work after an extended period out of employment, changing direction after redundancy, or reassessing as we all work for longer.

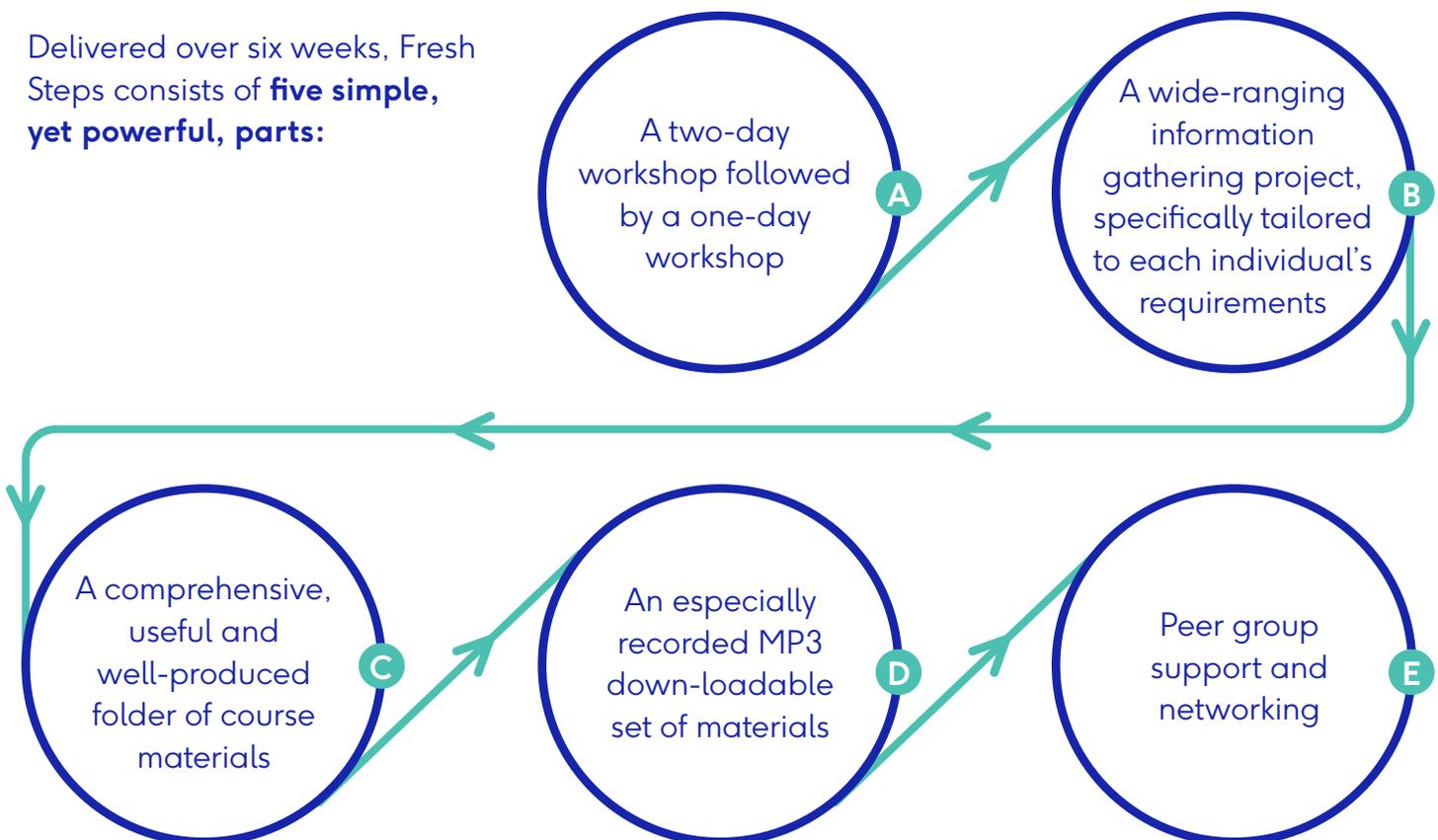
## 2 For employers

For employers, it helps deal with the trends in demographics, legislation and employment, as well as access the untapped potential and intellectual capital in their staff.

So Fresh Steps can provide employers with support for returners, staff changing career direction or re motivation as well as redundancy provision.

## 3 The innovative programme structure

Delivered over six weeks, Fresh Steps consists of **five simple, yet powerful, parts:**



## 4 Outcomes that make a difference

Enthusiastic evaluations of the Fresh Steps programme provide some fantastic data.

Here is just a flavour of the results:



## 5 Our clients



*"A refreshing change to concentrate on yourself. A chance to be 'selfish' in the nicest possible way. To take stock of your life, to feel refreshed and ready to go. A practical guide to 'me and my future'."*

Tracey Finn,  
Police Constable  
Management support,  
Lancashire Constabulary

*"Fresh Steps has helped me out of a rut. I felt very negative and undervalued as a long term employee. Fresh Steps has made me see I still have a lot to offer."*

Gill Charlesworth,  
Walsall MBC.

*"Achieved its objectives and exceeded my expectations. A thoroughly worthwhile exercise. Everybody should do this."*

Les Johnson,  
Technical Resources  
Manager, Engineering,  
University of Warwick

# Why the Springboard Consultancy?

**The Springboard Consultancy is a world-leading international training and development consultancy.**

**We are passionate about delivering authentic, proven and diverse programmes to inspire and empower everyone to fulfill their potential.**

Our heritage is built on the successful and powerful Springboard Women's Development Programmes, and we have evolved to offer a full range of development programmes, accessible to all, irrespective of age, gender or circumstance based on specific research.

These are suitable for individuals, private companies, universities, public and third sector employers who wish to empower and develop their employees.

We operate globally, and our unique network of 450 licensed trainers means we have a passionate and caring team based in over 44 countries, delivering world-class programmes, with proven results.

Established in 1989 we have trained over 250,000 people across our suite of programmes, giving them the help and guidance to improve their lives and careers.



Everything we do is rooted in ensuring we deliver first-class training that inspires and empowers everyone, whatever their circumstances and wherever they are based.

**The Springboard Consultancy  
Inspiring, Empowering, Delivering.**

Established in

**1989**



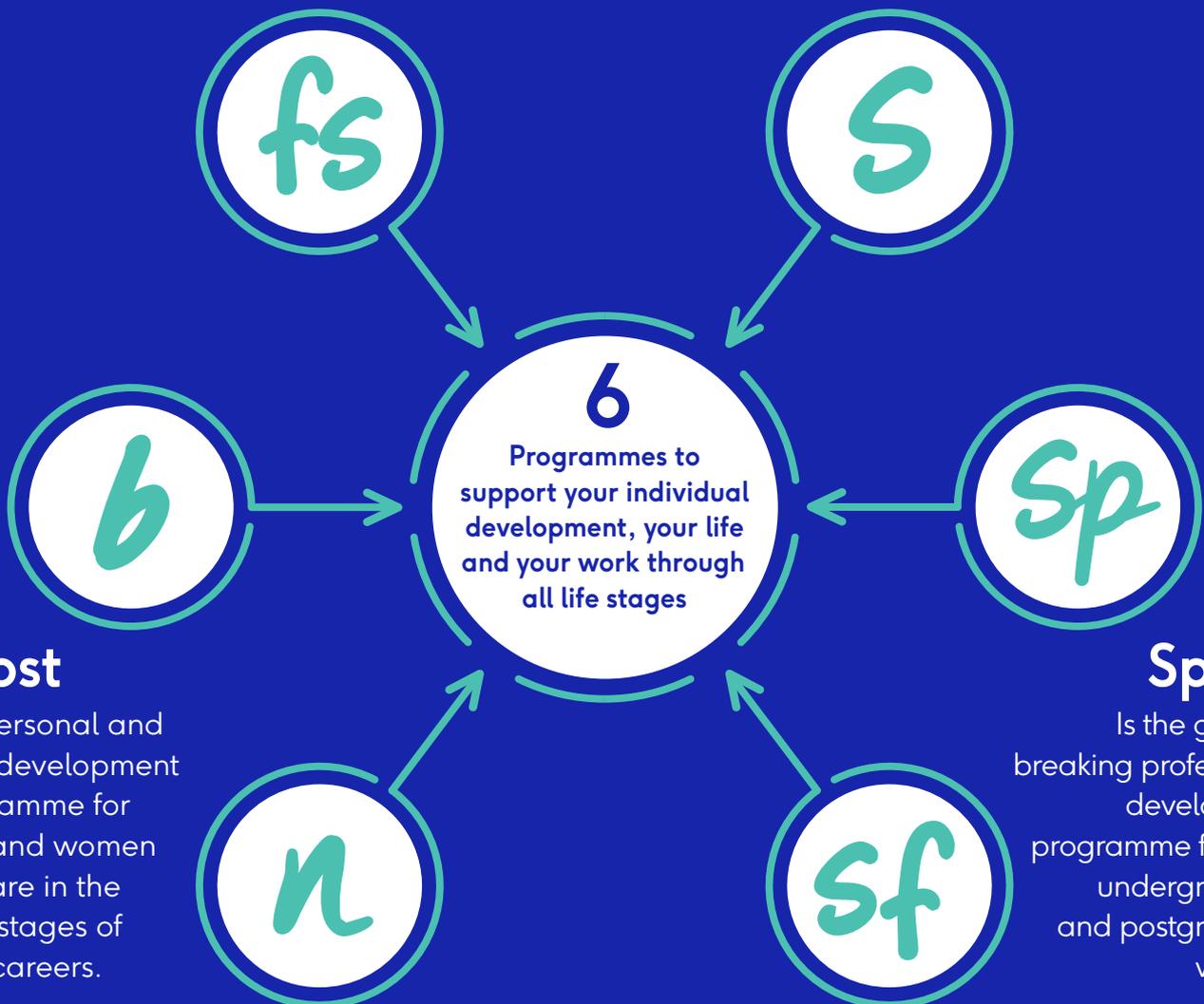
## Other programmes opportunities:

### Fresh Steps

Is an innovative personal and work development programme for anyone who wants to reassess where they are in their personal and work lives. For a new age and a new stage in your life.

### Springboard

Is our award-winning course that enables women to give and also get more out of their lives and careers, building confidence, assertiveness and a positive image.



### Boost

Is a personal and work development programme for men and women who are in the early stages of their careers.

### Sprint

Is the ground-breaking professional development programme for both undergraduate and postgraduate women.

### Navigator

Is the first UK development programme for men to review their home and work lives to identify practical and realistic steps to fulfill their potential.

### Spring Forward

Is for those who are new to management and on the way up the career ladder. It helps clarify career aspirations, sets stretching, yet realistic goals, improves motivation and provides focus.

the  
springboard  
consultancy

fresh steps

for a new age  
and new stage

Fresh Steps is delivered exclusively by us, and through our dedicated network of worldwide trainers.

Contact us today for more information:

Gillian Neish, Neish Training.  
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to train its Trainers  
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