

# Resilient and Agile

# Workplaces

An interactive programme which equips teams and leaders to foster highly productive workplaces, who plan for change and have a culture of innovation at their core.



**hothouse**



WYCC

Higher Performing  
Workplaces



**European Union**  
European  
Social Fund

Nurture the skills that drive **collaboration,**  
**creativity and innovation,** with a 40% subsidy  
from the European Social Fund.

Businesses in West Yorkshire receive a 40% discount, thanks to subsidy from the European Social Fund, through our partnership with the West Yorkshire Consortium of Colleges (WYCC).



## Our approach

We approach teaching and learning with a carefully considered blend of dynamic training made bespoke to each cohort, their working context and learning needs.

We encourage reflective practice and help you to identify the leadership competencies and styles that are directly responsible for complex problem-solving and innovation.

Our unique approach and forward-thinking modules equip participants with the capacities to build creativity and increase productivity and innovation.

## Course delivery

The programme consists of 4 half-day interactive training sessions via Zoom, plus 2 half-day mentoring sessions, completed over a 3-month period.

Module 1: The innovative workplace.

Module 2: Collaboration & creative thinking.

Module 3: Problem-solving & taking action.

There is a gap of 6-8 weeks between modules 2 & 3 in which participants undertake their own workplace project, gathering evidence of impact as they do so. During this time they will be offered mentoring by IVE staff.

“Intelligence is the “degree of mental or behavioural flexibility resulting in novel solutions.”

- *Evolution of the Brain and Intelligence*, Roth and Dicke (2005).

## The innovative workplace

The aim of module one is to move people out of their comfort zone and establish an equilibrium in which ideas might be generated free from constraint. In so doing, we explore what it means to be resilient and examine the behaviours that underpin it.

When a culture of creativity, innovation and entrepreneurship thrives, new ideas and initiatives flourish. We explore a range of elements from active listening and working collaboratively, to problem-solving and generating ideas using the mechanism of play and reflection. We look at how innovation might be embedded across an organisation and the types of behaviour that might inhibit its growth.

## Collaboration & creative thinking

In module two, we explore how creativity leads to innovation and the ingredients needed in order to remain agile in uncertain times.

We delve into group dynamics and collaborative creativity, as well as examining creativity as a core-competency. We use a range of experiential challenges to explore the behaviours that make us creative, exploring how best to adopt these in your context.

We will then apply the learning through workplace mini-projects, where participants identify a series of steps for themselves and/or their team/organisation.

**Participants will then begin their enquiry-based projects, supported by IVE mentors.**

## Problem-solving & taking action

In module three, we explore a collaborative approach to problem-solving, and examine how this process can be embedded within organisational practice; exploring meeting structures, strategy and action planning.

## Enquiry-based evaluation & progress celebration

The module culminates with a final session in which participants present to their peers their enquiry-based projects, the individual journey they have been on and the impacts they have evidenced.

## Outcomes

As a result of the training, organisations will become more innovative & improve problem-solving and calculated risk-taking. They will be adaptive to best practice and new technology and more aware of how to remain agile in navigating the current and future landscape.

Participants will respond more readily and with better solutions to the range of challenges in a fast-changing world and uncertain political climate. Not only will this intervention enable firms to grow & adapt, it will ensure they are more resilient in times of adversity.

*[IVE] create[d] an environment where each person was engaging far outside of their typical comfort zone, which led to many truly impactful outcomes both individually and as a team.*

– previous client from the Engineering Construction Industry Training Board (ECITB).

## Who is it for?

The training is for individuals from businesses and not-for-profits of all sizes in West Yorkshire. Participants will learn from peers and explore challenges both shared and unique.

This training is appropriate for all employees within an organisation. Previous feedback on our approach has highlighted that “status is left at the door” and truly effective teams emerge regardless of role or position.

## Dates and prices

The programme is available for **£490 per person + vat**, with all dates listed on our website.

As one of the West Yorkshire Consortium of College’s *Higher Performing Workplaces* Training Providers, we offer this programme for just **£350 per person + vat** to businesses in West Yorkshire, thanks to a 40% subsidy from the European Social Fund. This offer is available to businesses based based in Bradford, Calderdale, Craven, Harrogate, Kirklees, Leeds, Selby, Wakefield, and York only.

**Sign up to the next cohort at [WeAreIVE.org/HPW](https://www.WeAreIVE.org/HPW).**

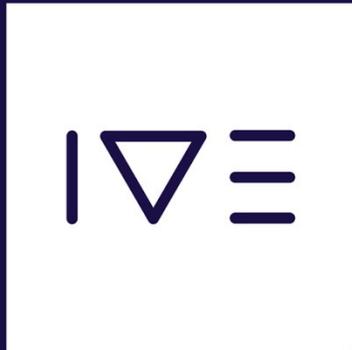
**To enquire or discuss a bespoke session, please contact [SharonL@WeAreIVE.org](mailto:SharonL@WeAreIVE.org).**

We're transforming businesses in  
West Yorkshire through our  
Innovative Workplaces Training.

Sign up today, at

[WeAreIVE.org/HPW](https://WeAreIVE.org/HPW)





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