

FAST Pathways® Academy

Leadership Master Classes

Welcome to more Resourceful Thinking

Successful organisations equip their people with the skills to do their role well. But one of the most powerful, flexible skills your leaders can develop, is often overlooked or taken for granted. Their ability to deal with and lead through uncertainty, challenges and change.



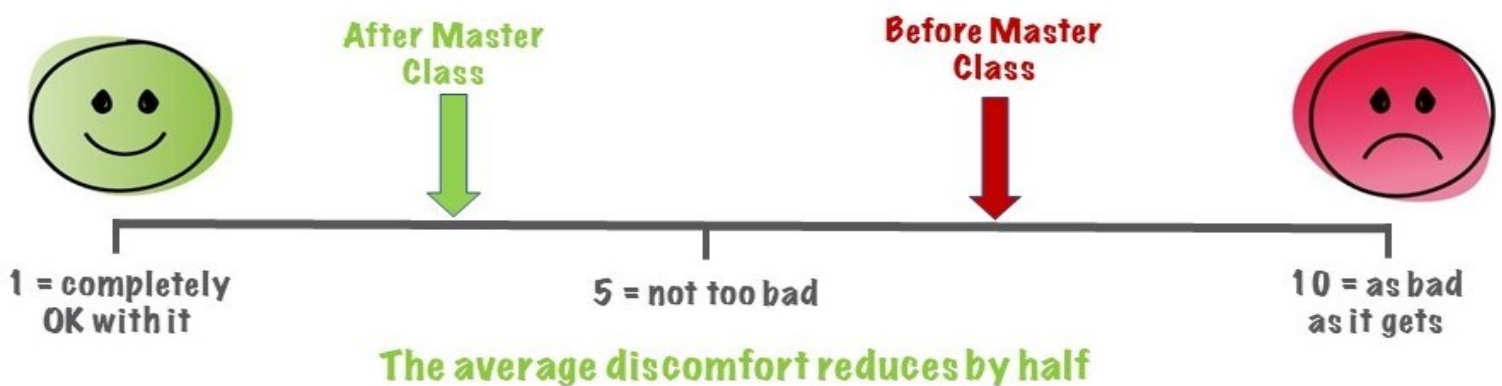
The FAST Pathways Academy Masterclasses equip your Leaders to stay at their most resourceful and effective, even when the pressure's on.

The biggest drawback to most training is that we don't actually put it into practice. It takes time and effort to set new habits, and extend our capabilities - and life tends to get in the way, especially when we're under pressure. The FAST Pathways skills are different. They work without needing ongoing practice to maintain the results, bypassing that common limitation.

The most frequent outcomes include stopping repetitive worries and improving sleep, better communication and problem-solving, building confidence and better decision-making, and improved energy and motivation.

Our 90 minute interactive online Master Classes are designed to give you more of your Leaders' best, more of the time.

Master Class participants choose a situation they want to feel better about, and score how it makes them feel. After the session, they score it again.



Breakthrough Results

With as little as an hour's training, these skills have stopped people from resigning to avoid difficult working relationships, enabled the return to work after repeated absences, and underpinned numerous creative solutions to what seemed unsolvable issues.



Performance through Wellbeing

Effective wellbeing's so much more than avoiding mental ill-health, or simply the right thing to do.

"The session was pitched really well. Informative, engaging and practical... Outputs driven, and underpinned with the latest research." Lynne, Sheffield

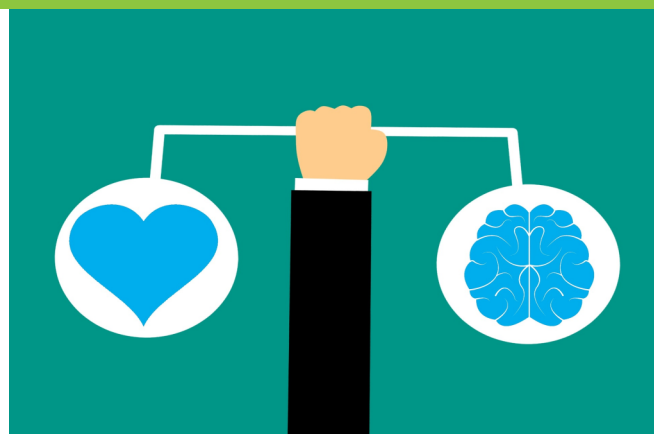
How to Get the Best of Both

Supporting your people can be one of the most straightforward routes to better productivity and performance, innovation, problem-solving and customer experience. And with an **average return £5.20 for every £1 invested** in Wellbeing (Deloitte Jun-20) it's a great route to sustainable competitive advantage.

Maintaining mental wellbeing, staying resourceful, means ensuring that the total load we're experiencing (our worries, frustrations, challenges, anxiety, fears, upsets...) doesn't exceed our resources for dealing with it. Exceeding our resources is uncomfortable. And the longer it persists, the greater the risk of developing mental ill-health. But there are other important impacts, on the individual and the business, long before it reaches ill-health.

We'll Explore How To

- Make wellbeing easier to manage
- Get the best returns for your time and money
- Put wellbeing at the heart of a smooth-running organisation



And the six most common ways in which wellbeing can drive or damage performance



Have you ever struggled to sell a great idea to the people whose support you need, or to change mindsets or behaviours (other people's, or even your own)?

Change can be really rewarding, but leading it can also get tough.

"Sue is very knowledgeable and a true inspirational professional, using facts and data to support her statements. Her knowledge in Wellbeing and strong background in Lean and Six Sigma makes her an unique asset for any company"

Daniel, Gloucester

Making Change Stick

If I offered your business a £1M saving, completely free, you'd jump at it, wouldn't you? My Directors at the time told me "Don't Worry About It". A solid business case isn't always enough to get support.

Why is it so difficult to get people to change, even when they recognise that what they're doing now isn't working? Whether you're a full time change leader or front line manager, how much more could you get done, and how much easier would life be if you could get people to change more easily?

Get ready to boost your powers of persuasion....

You'll Learn

- Why we don't always do what makes sense
- How to make change less scary
- Why conflict can long outlast its causes
- How to keep change energising instead of draining
- and how I delivered the £1M saving anyway.....



Building on my 20 year career of leading culture transformations, this session is packed with insights and shortcuts that I wish I'd known sooner!



What's the Problem?

Effective problem-solving is one of your organisation's most important foundations for Continuous Improvement, improving efficiencies and customer experience.

So how do we move from fire-fighting and sticking plasters to solutions?

and How Do We Fix It?

Have you ever 'fixed' a problem, only to find that it keeps on happening? And even worse, that recovering from it each time it happens, robs you of the time you need to fix it for good?

This interactive Master Class equips you with some straight forward tools, to prioritise your problems and opportunities, bypass those frustrations and make your problem-solving effective.

You'll Learn How to

- Define your problem thoroughly, so you fix the right thing
- Pinpoint and resolve root causes
- Spot and eliminate the 7 Wastes (one of the most versatile Lean tools for improving your processes)

and develop shared language and ways of working, to make cross-functional problem-solving teams more productive, more quickly



Simple and effective, this session explores the techniques at the heart of World Class improvement



How many decisions do you make which you later regret, or let fall by the wayside? How often do you find yourself stuck, unable to decide at all?

This session explores some powerful ways to make the important decisions more straightforward and effective, smoothing your path to success.

Making Good Decisions

Working towards something which really matters, for yourself, your organisation, your community or your family is one of life's most rewarding experiences.

But how many New Year's Resolutions fade away long before January's at an end? Deciding what you want is the first of many steps to achieving it — and that achieving needs more than logic or willpower to make it happen.

So we'll explore some straightforward ways to overcome your mind's less-than-helpful habits, removing the most common obstacles to decisions that deliver.

You'll Learn How To

- Balance head and heart for the best decision outcomes
- Avoid getting tricked by your mind's short cuts
- Strengthen motivation, and maintain momentum
- Time the key decisions to be most effective



We'll explore the roles of the two parts of your thinking — how they work together, and how to keep them playing nicely so that you don't de-rail progress. And a straightforward technique for getting yourself into the best state of mind for making the important decisions.

Recent Audience Feedback

"Sue is an amazing speaker and facilitator. I have a short attention span, but Sue's talk was engaging, captivating and intriguing. Her presentation skills are second to none."
Charles, Edinburgh

Sue's talks and interactive masterclasses equip your people to get more of what works, and less of what doesn't from their thinking.

Drawing on extensive experience and specialist knowledge, Sue created the FAST Pathways® Academy to share powerful skills for enhancing performance through both people and process.



Explore some of the typical FAST Pathways outcomes at

www.fast-pathways.com/successes.html

"Sue delivered an excellent presentation. Her content was practical and well researched, and even using the digital technology her passion for the subject completely engaged the audience. What she shared will be invaluable for any organisation wanting to keep or return their people to being on top form" Sue, CIPD Derby Notts

"Sue has some insightful and thought provoking ideas, which she delivers in a really engaging and fun manner. Her sessions on addressing stress are fantastic. Would definitely recommend her." P Parry, Heritage Lottery Fund



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