

Three NEW Offerings for 2023!



No.1

PCR Leadership & Management Essentials

Three **risk themed** leadership & development courses designed to be delivered individually or as a program across your organisation.

Courses can be **industry specific** - we can work with you to reflect your organisational values, strategy, procedures, opportunities & threats.

***Modules can be interchanged to reflect your needs**

STRATEGIC

TACTICAL

OPERATIONAL

Course 1 of 3

Course 2 of 3

Course 3 of 3

Strategic Leadership Essentials

Content includes:

1. Situational risk management (*Psychological safety (trust & relationships), Dynamic risk assessment, Decision making, Perception, System 1 & 2 thinking*)
2. Organisational behaviour
3. Psychosocial risk / Stress / Wellbeing
4. Building the ESG culture
-
5. What is strategic leadership?
6. Four stages of strategic management
7. Strategic communication
8. Environmental scanning
9. Strategic management model
10. Mission v vision v strategy
11. Strategic motivation system
12. Stakeholder relations

Middle Management Essentials

Content includes:

1. Situational risk management (*Psychological safety (trust & relationships), Dynamic risk assessment, Decision making, Perception, System 1 & 2 thinking*)
2. Organisational behaviour
3. Psychosocial risk / Stress / Wellbeing
4. Managing ESG
-
5. Building relationship (*trust*)
6. Communication & Consultation (*RCA Recognise Communicate Analyse*)
7. Emotional intelligence
8. Motivation & empowerment
9. Value of middle managers
10. Professional development
11. Align team with vision, mission and goals

Operative Essentials

Content includes:

1. Situational risk management (*Psychological safety (trust & relationships), Dynamic risk assessment, Decision making, Perception, System 1 & 2 thinking*)
2. Organisational behaviour
3. Psychosocial risk / Stress / Wellbeing
4. The importance of ESG
-
5. H&S essentials
6. Environmental essentials
7. Fire safety essentials
8. Security essentials
9. Quality essentials
10. Recognise Communicate Analyse - RCA (*Reporting hazards and opportunities*)

Option to add your own content!!

Virtual or face to face, ½ day, 1-day or 2-day, dependent on your requirements

TO ENQUIRE:

T: Rhian on 07494 865229 or Lisa on 07814 727685
E: training@pcr-global.com



No.2

Construction Leadership & Management Courses

Grant reclaimable!

CITB (Construction Industry Training Board) Leadership & Management assured courses

- Courses range from a half day to 2 days
- Designed to improve leadership and management within the construction industry

The courses attract grant reclaim for CITB Members of between
£30 (Tier 1) and £120 (Tier 3) per person



AVAILABLE COURSES

- 1 - **Leadership and management practice in construction** | 2 days | £120 Grant reclaim per person
- 2 - **Understanding organising and delegating in construction** | ½ day | £70 Grant reclaim per person
- 3 - **Developing yourself as a team leader** | 1 day | £70 Grant reclaim per person

No.3

ILM Accredited Leadership & Management



Starting in Q1 2023 PCR Global will officially become an ILM Approved Training Centre

Initially, we will be delivering Level 3 and 5 Leadership and Management and Coaching and Mentoring qualifications

As an approved ILM Centre, we will also be able to assure bespoke developed courses, gaining the ILM 'seal of approval' for your specific programme, and issue ILM certificates to those who successfully complete.

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Meet some of the training design and delivery team

Our Commitment

We are committed to using our collective experience of industry, risk management and course delivery to provide you with targeted training at an affordable cost.

"You can't solve a problem with the same level of thinking that created it."

– Albert Einstein



Allan Frost

Experience

As an ILM (*Institute of Leadership & Management*), CIPD (*Chartered Institute of Personnel & Development*), & CMI (*Chartered Management Institute*) trainer, Allan has over 20yrs experience in training design, development & delivery. Allan heads up PCR Global Learning & Development.

Involvement & personal statement

"All PCR courses reflect recognised leadership & management philosophy and techniques.

Alongside course delivery, I ensure each course contains no superfluous content, the material links to course objectives, and that the learner experience is central to each stage of our provision."



Andy Protheroe

Experience

As an experienced auditor, trainer & consultant of H&S, security, quality and environmental management system standards, Andy supports multiple international and UK based clients. Andy is Head of Risk & Resilience, is dedicated to learning and holds MSC's in H&S and Security & Risk Management.

Involvement & personal statement

"If leaders & managers do not plan for risk management and develop a psychologically safe environment, they will sow the seeds of their own crises.

My job is to ensure that each leadership & management course has a theme of risk management running through it. 'Risk Leadership' is critical at all levels."



Jon Hughes

Experience

Jon started his career as a Construction Site Manager before becoming a H&S trainer and consultant. Now, as a Chartered Member of the Institute of Building and tutor of CITB (*Construction Industry Training Board*) Courses, Jon heads up the PCR Global Construction Consultancy Department.

Involvement & personal statement

"As highlighted by CITB, leadership & management is an area where construction employers have identified a need for greater support and training.

My involvement is to make sure the construction related training aligns with real world construction situations, issues and opportunities."



Emma Wilkinson

Experience

As an ex HSE Inspector and fully qualified teacher of physics, biology and chemistry, Emma brings a specialist perspective to PCR course design and development. Emma leads training and consultancy delivery to a number of PCRs international clients and is always on hand to provide technical guidance on points of H&S law.

Involvement & personal statement

"Quality risk management is a crucial element for any training provider. Alongside providing technical input during course development regarding learning styles and content, my role is also to support our quality assurance process to best ensure training materials are accurate and feedback is formalised."

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Learning & Development – *Six considerations*

What is Learning & Development (L&D)?

Learning and development is about creating the right culture and environment for individuals and organisations to learn and grow (CIPD).

PCR Global prides itself on providing bespoke training, coaching and mentoring, delivered to each level of an organisation. Support is provided online, virtual (Zoom, Teams) and in-person.

Read our 'Six Benefits' L&D can have on both individuals and organisations:

1 Skills gaps

L&D offers an opportunity to help your organisation adapt to changes. It could be the training of new employees or upskilling existing employees - either one can improve the effectiveness and efficiency of individuals and groups at each organisational level.



2 L&D Reinforces company values and culture

Culture eats everything! It is well known that culture starts at the top and works down through all organisation levels. Effective leaders at all levels help promote values such as *diversity, inclusion & equality* and which are known as hallmarks of a positive workplace culture.

3 Promote from within

Promoting staff from within is often more cost effective than hiring externally. This links with performance management, appraisal processes and skilled leaders.

Does your Company have the capability to select and develop internal talent? We can help!



4 Targeted learning

PCR Global are experienced in conducting company competence evaluations.

To support you we can conduct independent skills gap analysis and learning needs analysis - both of which best ensure the best ROI / ROE on your investment.

5 Attracting new talent

2021 Gallup survey stated 66 percent of workers ages 18-24 ranked learning new skills as the third most important perk when evaluating new job opportunities. An organisation that prioritises employee training and development sets a benchmark, which draws in top-level talent.



6 Gaining a competitive edge

Your people truly are your competitive edge!! *(As long as they are motivated, competent and above all else, happy!).*

Investing in employees with focussed training and development programs helps unleash their creativity, passion and ingenuity – what are your competitors doing?

SPECIAL OFFER!!

FREE

**Leadership, Management, Training & Development
Health Check**

Includes detailed analysis and report. First 10 Customers only.

Worth over £1,000.00



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