

The Butterfly Programme (4 half days)

The programme is suitable for those who like the idea of working towards goals in a group, exploring their own development needs and becoming more self aware to raise aspirations and develop potential. In organisations the programme can be delivered to achieve outcomes including increased resilience, positivity and motivation, inner leadership skills, raised confidence and aspirations. These outcomes work particularly well in organisations where support is needed to encourage women in to management roles where an imbalance may occur in the organisation.

Programme Objectives

- Create a supportive and challenging environment that encourages open and honest discussion, where everyone can share strengths and identify and respond to real time issues.
- Review aspirations, achieve goals and potential
- Identify how to establish inner leadership. Enable participants to maintain a positive outlook in order to take responsibility and manage situations with inner confidence
- Enhance self-awareness, boosting self esteem and developing new skills.

Content

Unit 1: Building the learning set

It is important to create an environment of trust, openness and honesty. This session will provide all of the above and will include fun team working activities to encourage the group to work together. Most importantly, a fun and relaxing session.

Unit 2: Beliefs and Blocks

Taking time out to reflect and discuss 'who am I?'. Spending time considering strengths and capabilities and looking at what motivates and inspires us. Our beliefs about ourselves and the world we live in can impact greatly on our behaviour and the outcomes we can get. Sharing tools and techniques to identify, challenge and reframe unhelpful beliefs.

Unit 3: Positive Me

This session shares skills to manage behaviour and confidence in dealing with day to day stresses, people and work – life balance. A powerful session that will make an immediate impact. Participants will have the

opportunity to talk positively about themselves, realising their own ability to choose how they perceive and have influence on events and create positive approaches and outcomes.

Unit 4: The Future You

Looking forward, this session focuses on purpose, vision and goals. The group will share and practice practical tools to ensure successful goal achievement.

Butterfly Programme Theory

The programme is based on 'transformational learning', a process which reaches beyond developing factual knowledge and practical skills. Instead, learners change in a more fundamental, meaningful and lasting way. Transformational learning involves questioning current assumptions, beliefs and values – enabling the consideration and acceptance of multiple points of view, while always seeking to verify reasoning.

This coupled with experiential learning via action learning sets is a very powerful contribution to personal change. This programme will not only provide a supportive environment in which to learn, but will provide useful practical tools.

The benefits include positive support, empathy and understanding, learning from others in similar positions and recognising their own strengths and areas for development.

Length of Programme

The Butterfly Programme is delivered over 4 half day sessions each 2 weeks apart, with reflection time and practice between each session.