

JUNO LEARNING AND DEVELOPMENT

“bringing learning to life”

About Juno...

We are a Learning and Development Consultancy, passionate about building confidence and skill in others to help enhance their performance at work.

So often we work with managers who understand a leadership concept or theory but really struggle when it comes to applying it. Our approach moves people on from understanding to actual practice. By focusing on behaviour and the drivers of behaviour, we help managers find an approach which works for them and their teams. The 'Juno Way' is about bringing learning to life by enabling participants to really experience a new skill and work on it live in the room so that they can see it, hear it, think it and feel it.

We include four key components in our work:

- **Building self awareness through psychometric and 360 feedback tools**
- **Modelling the way with a 'show me how' approach to development**
- **Offering practical, 'in the moment' learning - catching people getting it right (and almost right)**
- **Intensive feedback and coaching on overall approach, body language and tone**

All our programmes are tailored to our customers' needs. This ensures they reflect the challenges managers are working with, and the context that they are operating within, so that they feel relevant and real. We often use actors to help participants practise those key situations and conversations where they need to be at their most influential. We ensure that practical sessions are designed to allow participants to be themselves so that they can really work on their style and approach and not feel like they have to 'play a role.'

What our Clients are telling us...

- *'I am now more aware of how I impact people's perceptions of me'*
- *'...a natural, succinct ability to challenge and encourage people away from their comfort by nourishing natural skills and self-awareness whilst discovering and developing new and individual resources'*
- *'Demonstrates a pure genuineness to want to enhance people's capability from within'*
- *'They were both passionate and enthusiastic throughout the whole day'*
- *'I felt very safe and comfortable – and loved the open and honest atmosphere'*

What we offer...

We tailor all our work to our Clients' specific needs. There are four key areas we focus on:

- **Management and Leadership Development**
- **Increasing Personal Impact and Influence**
- **Team Development**
- **One to One Coaching**

Management and Leadership Development

We work with new managers and those recently promoted to help them develop the essential skills required to lead others – motivating and inspiring, setting clear expectations and goals, giving and receiving feedback, coaching and developing, challenging under performance...

We also provide master classes for more experienced managers to help them hone and polish these skills so that they lead with greater confidence.

Increasing Personal Impact and Influence

We use the 'push and pull' influencing model to explore different methods of influence and psychometrics to help managers understand themselves and others better. We use intensive coaching techniques to focus on body language, voice and tone to ensure that individuals are able to get their message across clearly and with impact.

Team Development

We work with intact teams, project teams and action learning groups to help team members find ways of working together effectively. We help teams recognise and value different approaches amongst team members and then explore how they can harness their collective power.

One to One Coaching

We provide one to one leadership, career and skills coaching. We employ a variety of approaches in this area but often our work involves in-depth feedback following observation of a manager at the workplace and/or completion of a range of psychometrics/360 feedback tools, and then individual coaching sessions to work on goals.