



PAINLESS PEOPLE
MANAGEMENT

PROGRAMME

THE PAINLESS PEOPLE MANAGEMENT PROGRAMME.

96% of those surveyed said they would 'definitely use' the tools and techniques
and would recommend the training to other managers/leaders



LIFE AT WORK. MADE SIMPLE.

PRACTICAL & PUNCHY TRAINING

Our Different Approach:

- **Because no-one ever said “I wish that training had lasted much longer, had loads more business models, buzzwords and clichés in it and had just used stuff I could have found online!”**
- Our videos and masterclass workshops combine the style of a 'TED talk' with step-by-step techniques and tools and in short learning bursts
- When onsite with you: No role-plays or gimmicky ice-breakers. People generally hate them!
- We don't fill time with academic, unusable business models
- We give you practical stuff rather than generic pieces of 'advice' or cliché one-liners!
– telling you to 'empower' people isn't really that helpful!
- We don't use the bog-standard agendas you may find elsewhere! Our techniques are often not found in textbooks (where competitors often copy theirs from) and are focused on what actually works at work
- Inspiring content that won't distract you to your phone!
- We train what we know works and what we and others have successfully used
- All in plain-English: we work hard to minimise buzzwords and corporate-speak



THE PROGRAMME

An Essential Toolbox for Managers/Leaders

Part One

Managing Teams for Overnight Results

- A unique intro to managing people
- The five-step plan for setting team direction/expectations that also helps when managing 'hybrid' or remote working – includes:
 - Putting together a strategy and identifying priorities
 - A new approach to focus on results
 - Using 'early warning indicators' to reduce 'nasty surprises'!
- The 'new meeting rules', what to do with 'downtime' and handling team questions

Part Two

Difficult Conversations Made Simple

- How to prepare for challenging conversations in a unique way
- Beginning the conversation with a new approach to reduce nerves
- A script and structure to follow for the conversation that '180' flips how you currently approach it!
- The 'non-buzzword' way to improve concerning behaviour/habits!

Part Three

Targeting and Managing Performance

- Targeting/measuring results in any role for increased visibility
- Using 'the one magic ingredient, three triggers, five new steps' formula for objective-setting that will boost performance
- How to write behavioural objectives
- The underperformance formula
- The complete step-by-step routine for amazing 121's in half the time!

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Part Four

Essential Employment Law: What Do I Do If.....

- Poor performance next steps
- Equality/discrimination legislation facts and myths
- 'Banter' v Harassment
- Some key people 'emergency' scenarios at work and how to practically handle them
- Only what managers need – and without the lecture!

Part Five

Time-Management for Busy People

- Balancing people management with the 'day job' when everything is important and urgent!
- A unique '21st century' time management system for the rest of your life
- Reduce 'time-stealing' and distractions from others
- 'To-Do' lists and 'stress-free' email – A better approach!

Part Six

The 'Chameleon Manager' At Work

- A revealing insight into how we tick and why we behave the way we do
- Includes a questionnaire tool to better understand what motivates you and others for great working relationships
- How to manage and deal with people who are 'not like me'



GROUP/TEAM FORMAT

A Calendar-Driven, Structured Programme for Managers and Leaders

1: Step-By-Step Videos

- Six short bursts of learning
- Watch and then complete post-video activities

2: 'Total Recall' A-Z Tools/Techniques PDF

- The complete A-Z guide of tools/techniques to accompany videos
- Includes 'kickstart' next steps and new routines calendar

3: Practical 'On-The-Job' Activities and Feedback

- Opportunity to try out what you have learnt
- Completed and sent to Lightbulb for feedback/advice

4: Online Live Masterclass/Practice

- Two 90-minute sessions – One for each half of the programme, with additional tools and techniques
- Delivered by Paul Marsh, MD Lightbulb

5: Three Months of Support

- Helping you to identify result-focused objectives and KPIs
- 121 email support and advice for all programme content available to each manager

The Investment

- **£2495 plus VAT**
- Up to 12 people delivered only to your organisation
- Contact paul@lightbulb.work or call Paul on 07903 233214

Onsite/In-Company condensed one-day workshop programmes are also available – enquire for details

INDIVIDUAL/AT YOUR OWN PACE FORMAT

A Flexible Alternative for Individual Managers and Leaders

1: Step-By-Step Videos

- Six short bursts of learning
- Watch and then complete post-video activities

2: 'Total Recall' A-Z Tools/Techniques PDF

- The complete A-Z guide of tools/techniques to accompany videos
- Includes 'kickstart' next steps and new routines calendar

3: Practical 'On-The-Job' Activities and Feedback

- Opportunity to try out what you have learnt
- Completed and sent to Lightbulb for 121 feedback/advice

4: Three Months of Support

- Helping you to identify result-focused objectives and KPIs
- 121 email support and advice for all programme content

- **£299 plus VAT** – Per person
- Contact paul@lightbulb.work or call Paul on 07903 233214



"Turned everything I thought I knew on its head! Most useful management training I've had"



"Best thing I have been to in ages - real food for thought"



"Techniques and ideas I can actually use rather than jargon and theory"



"A really different but fantastic way to approach 121s and moving away from appraisals"



"The best guidance I have ever had when it comes to this subject. Thank you!"



"A most interesting morning and I can honestly say that I will be applying many of the tools"



"It was very refreshing to come to such a lively, inspiring and informative workshop"



"Many thanks - it was an amazing workshop - used a lot of it already!"

