

11 LEARNING AND DEVELOPMENT TRENDS SHAPING 2024

The learning and development space is unsurprisingly set to undergo many transformative shifts, with plenty of innovation taking centre stage over the course of this year. It's going to be a dynamic journey for both individuals and the organisations that employ them.

➔ [Read the article here](#)



LISTEN



CLOSING THE SKILLS GAP FOR LEADERSHIP SUCCESS WITH CPO

Find out why managers are so vital to an organisation, remaining competitive as well as how their responsibilities have changed and how upskilling plays its part in keeping your company successful.

➔ [Listen to it here](#)

WATCH



ARE LEADERS BORN OR MADE?

Is the concept of a leader changing? And is it about finding who you are as a leader vs trying to fit into expectations of what a leader should be? Join Deloitte UK to watch their Green Room podcast.

➔ [Watch it here](#)

CYBERSECURITY SKILLS IN THE UK LABOUR MARKET 2023

Based on a comprehensive survey by professionals with diverse cybersecurity designations across 14 industries, discover impactful stats, technical insights, and strategies from experienced cybersecurity pros in this latest cybersecurity threats report from the EC Council.

➔ [Read the Report here](#)

WHY INTROVERTED PERSONALITIES MAKE GREAT PROJECT MANAGERS

Does the current world need more thoughtful leaders with introverted characteristics who are quick to listen and learn, slower to speak and more measured and thoughtful in their responses? Can they be just as successful?

➔ [Read the article here](#)



LEARN

MICROSOFT AZURE AI FUNDAMENTALS

A one day awareness session for anyone interested in learning about the types of solution artificial intelligence (AI) makes possible, and the services on Microsoft Azure that you can use to create them.

➔ [Read the syllabus here](#)

MICROSOFT 365 ENDPOINT ADMINISTRATOR

For those monitoring devices and client applications in a corporate setting, this five day course gives you everything you need to plan and execute an endpoint deployment strategy using contemporary deployment techniques and implementing update strategies.

➔ [Read the syllabus here](#)

Can't wait for the next newsletter?

FOLLOW US ON



Coffee Break Corner

YOUR LEADERSHIP AND MANAGEMENT QUESTIONS ANSWERED

Welcome to Coffee Break Corner! Our senior Leadership trainer, Diane, shares hints, tips, gossip and ideas about the 'people' side of our working lives. Bring your favourite mug.

TODAY – LEADERSHIP ESSENTIALS

How often are good people promoted, and then start to struggle?

As employers, we will often identify really good people and want to give them an opportunity to shine, for their benefit, and the benefit of the organisation. We want them to do well!

Taking that first step into a promoted post is one of the biggest challenges we ever face in our careers, and yet many people are ill-prepared. Often, good people are promoted within their current teams, and are faced with so many issues:

These people are my friends – how do I lead them and get them to do their work well?

I'm used to a hands-on role – what does good leadership look like?

How do I manage my time and workload?

Why does my team feel different since my promotion?

Later, when people take on their first middle management role, often in charge of other team leaders, there are other things to consider:

How can I be the voice of the organisation as well as supporting the team leaders?
How do I avoid feeling isolated in this role?

What are the more strategic requirements in a middle manager role?

Leadership training can help by:

Developing existing or potential managers with the skills and confidence they need to lead their teams well, and avoid unnecessary stresses.

This can be through specific courses in time and workload management, delegation, understanding how teams work, having difficult conversations, managing change, coaching, strategic awareness and managing performance.

We can also develop full leadership programmes tailored to your organisation, or provide 1:1 coaching. We provide materials, delivery, 1:1 support and coaching – you provide the good people!

Cheers until next time!
Diane