



Conversations that Matter Programme

Our Rising Vibe Conversations That Matter programme covers FOUR key conversations that Rising Vibe can either deliver for you, OR deliver a Train the Trainer for your L&D/HR team to upskill internally and enable sustainability.

There are 5 modules with full comprehensive facilitation notes and slides. Each module includes specific frameworks that can be used straight after the module for impactful application and consolidation.

The three day programme will support people leaders and their teams, and also project and programme leaders and their stakeholders, enabling learning that will transform not only the quality of the conversations, but also the quality of relationships by building more safety, trust and respect.

Module One:

Covering the concept of transformational conversation and the impact that this has on both individuals and teams. Exploring the impact of conversation on social pain, psychological safety, emotional intelligence and self-awareness with frameworks to measure the current state and therefore support improvement going forwards.

Module two:

The Coaching Conversation. Exploring the coaching conversation philosophy (below) and introducing the problem to outcome to solution framework to enable a coaching approach within your organisation.

Philosophy:

- Listen to hear, not to respond
- Dial up curiosity and dial down judgement
- Help others to help themselves



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THE CONVERSATION IS THE CULTURE.

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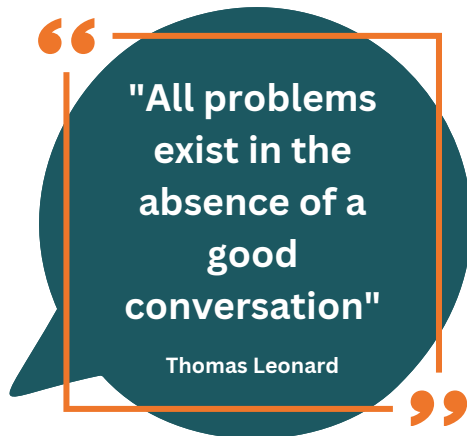
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Module Three:

The Performance Management Conversation. Exploring the performance management conversation philosophy (below) and introducing the importance of role purpose and objective setting with ongoing review using simple frameworks.

Philosophy:

- Deliver explicit clarity around expectations and hold people to account
- Be explicit about where things are working well and on track and where to continue focus
- Being explicit about where things are not working well and off track and what to stop and start instead



Module Four:

The Feedback Conversation. Exploring the feedback conversation philosophy (below) and introducing the AID feedback framework to create a culture within your organisation where everyone knows where they stand.

Philosophy:

- We all have blind spots and without feedback we will continue to have them
- The how we do things (behaviour) is as important as the what (deliverables)
- 360 feedback has the most significant impact, and leadership role modelling is critical
- Focusing on the future with the past only for context is powerful
- Feedback must be first hand

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Module Five:

The Check-in Conversation. Exploring the check-in conversation below and introducing the Scale and 6C's to enable a safe space for your people to be able to share how they are feeling and what they need, with boundaries and without rescuing.

Philosophy:

- How we feel impacts our performance
- We don't become incapable or lose competence if we originally had it (unless something happens to the brain)
- Vulnerability often requires 'permission' or an invitation in the workplace (and vulnerability is different to oversharing)
- We can't move forwards unless we are aware, open and honest about our starting point

Investment:

Example investment figures (we can be flexible with number of days and/or delegates):

- 3 days Face to Face for all 5 modules delivered internally for up to 20 delegates including materials = £15K plus VAT.
- 4 days Train The Trainer for up to 8 delegates including materials = £16K plus VAT.

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