



OPEN-ENROLMENT BROCHURE

2023/2024

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SEPTEMBER 2023

WWW.CHARTWELL-LEARNING.COM

CHANGING BEHAVIOUR TRANSFORMING WORK

Build transformational learning experiences with us.

DEVELOPING AGILE BEHAVIOUR IS THE HEART OF OUR WORK.

That's the driver behind every learning experience we design and deliver, and it's the way we measure success.

For our learners success looks like a positive mindset, enhanced confidence, curiosity about personal impact, behavioural flexibility, and excitement about what's possible.

For our clients it means better conversations, robust decision making, alignment around purpose and goals, and behaviours that catalyse organisational change.

“

The material and facilitators were excellent. The opportunity to practise and to receive feedback in the moment was brilliant. The material gave me the opportunity to self reflect and adapt and adjust my natural styles accordingly.

▲▲ POSITIVE POWER ▼▼ AND INFLUENCE

We've delivered the globally renowned behavioural skills development programme for over 20 years.

The core concepts of Positive Power and Influence are in our DNA, and shaping the design and delivery of that programme to reflect the needs of our global clients means we know how to;

- Simplify the content so that it's meaningful for learners across the world.
- Weave organisational contexts into the fabric of the work.
- Harness technology for connection and real-world application.
- Integrate current thinking about presence, impact, learning and leadership.
- Navigate complex global projects at scale.

The Chartwell Learning approach is about supporting people to explore the core of who they are and the possibilities for change, on creating shifts in mindset that enable change, and on using practical tools so that change becomes habit.

Our community of psychologists, facilitators, and learning designers work alongside you to distil individual and organisational priorities into the learning experience.

Depth of experience is essential for lasting impact. We're not interested in superficial learning that gives the illusion of change.

If it's not built to last it's not us.

POSITIVE POWER AND INFLUENCE

Positive Power and Influence develops the behavioural tools you need to achieve objectives and build positive relationships irrespective of your position in an organisation.

- It's a transformative experience grounded in a simple model of behaviour.
- The elegant design takes learners on a journey to understand their impact and how they can be more purposeful and effective.
- And whilst the design remains the same, every programme reflects the diversity of the group. The stories, strengths, and challenges that each learner brings define the context.
- Whether you join a fully virtual or blended learning journey, you'll experience engaging online content, small groups, peer coaching, and a personalised approach to your development led by exceptional facilitators.

Explore influence behaviours with people from different organisations.

Experiment and develop in a safe environment.

Experience either a virtual or blended learning approach.

VIRTUAL LEARNING PROGRAMME

12 x 2-hour sessions

£2695 + VAT

BLENDED LEARNING PROGRAMME

3-day face-to-face workshop

plus 2 x 2-hour virtual sessions

£3245 + VAT

- Up to 12 participants with two facilitators.
- Price includes registration to Chartwell Connect and all programme resources.
- Access to Alumni support, network and activities.

OCTOBER 2023: BLENDED LEARNING PROGRAMME

POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

VIRTUAL SESSION
10 October
10:00-12:00

INDIVIDUAL WORK
2 HOURS



WEEK 4

FACE-TO-FACE WORKSHOP
17-19 October 09:00-18:00
London

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



VIRTUAL SESSION
2 November
10:00-12:00

*ALL TIMES UK

NOVEMBER 2023: VIRTUAL LEARNING PROGRAMME



POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

SESSION 1
13 November
10:00-12:00

INDIVIDUAL WORK
2 HOURS



SESSION 2
16 November
10:00-12:00

WEEK 4

SESSION 3
20 November
09:00-11:00

SESSION 6
21 November
09:00-11:00

SESSION 9
22 November
09:00-11:00

SESSION 4
20 November
11:30-13:30

SESSION 7
21 November
11:30-13:30

SESSION 10
22 November
11:30-13:30

SESSION 5
20 November
14:30-16:30

SESSION 8
21 November
14:30-16:30


SESSION 11
22 November
14:30-16:30

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



SESSION 12
7 December
10:00-12:00

*ALL TIMES UK

FEBRUARY 2024: VIRTUAL LEARNING PROGRAMME

POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

SESSION 1
19 February
10:00-12:00

INDIVIDUAL WORK
2 HOURS



SESSION 2
22 February
10:00-12:00

WEEK 4

SESSION 3
26 February
09:00-11:00

SESSION 6
27 February
09:00-11:00

SESSION 9
28 February
09:00-11:00

SESSION 4
26 February
11:30-13:30

SESSION 7
27 February
11:30-13:30

SESSION 10
28 February
11:30-13:30

SESSION 5
26 February
14:30-16:30

SESSION 8
27 February
14:30-16:30

SESSION 11
28 February
14:30-16:30

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



SESSION 12
14 March
10:00-12:00

*ALL TIMES UK

MAY 2024: BLENDED LEARNING PROGRAMME

POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

VIRTUAL SESSION

14 May
10:00-12:00

INDIVIDUAL WORK
2 HOURS



WEEK 4

FACE-TO-FACE WORKSHOP

21-23 May 09:00-18:00
London

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



VIRTUAL SESSION

6 June
10:00-12:00

*ALL TIMES UK

JULY 2024: VIRTUAL LEARNING PROGRAMME

POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

SESSION 1
1 July
13:00-15:00

INDIVIDUAL WORK
2 HOURS



WEEK 4

SESSION 2
8 July
13:00-15:00

SESSION 4
9 July
13:00-15:00

SESSION 6
10 July
13:00-15:00

SESSION 8
11 July
13:00-15:00

SESSION 10
12 July
13:00-15:00

SESSION 3
8 July
15:30-17:30

SESSION 5
9 July
15:30-17:30

SESSION 7
10 July
15:30-17:30

SESSION 9
11 July
15:30-17:30

SESSION 11
12 July
15:30-17:30

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



SESSION 12
25 July
13:00-15:00

*ALL TIMES UK

OCTOBER 2024: BLENDED LEARNING PROGRAMME

POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

VIRTUAL SESSION
8 October
10:00-12:00

INDIVIDUAL WORK
2 HOURS



WEEK 4

FACE-TO-FACE WORKSHOP
15-17 October 09:00-18:00
London

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



VIRTUAL SESSION
31 October
10:00-12:00

*ALL TIMES UK

NOVEMBER 2024: VIRTUAL LEARNING PROGRAMME



POSITIVE POWER AND INFLUENCE

WEEK 1

INDIVIDUAL WORK
45 MINS



WEEK 2

WEEK 3

SESSION 1

11 November
10:00-12:00

INDIVIDUAL WORK
2 HOURS



SESSION 2

14 November
10:00-12:00

WEEK 4

SESSION 3

18 November
09:00-11:00

SESSION 6

19 November
09:00-11:00

SESSION 9

20 November
09:00-11:00

SESSION 4

18 November
11:30-13:30

SESSION 7

19 November
11:30-13:30

SESSION 10

20 November
11:30-13:30

SESSION 5

18 November
14:30-16:30

SESSION 8

19 November
14:30-16:30

SESSION 11

20 November
14:30-16:30

WEEK 5

INDIVIDUAL PRACTICE



WEEK 6



SESSION 12

5 December
10:00-12:00

*ALL TIMES UK

WHAT'S IT LIKE TO LEARN WITH US?



Our learners tell us that we create unique experiences that live long in both memory and impact.

Whilst that can feel like alchemy, we're always intentional about the ingredients.



LEARNER EXPERIENCE

Social Learning defines the journey.

We're passionate about cohort learning because it works, it lasts, and it's fun.

Social Learning supports:

Accountability: set goals and challenges and use new skills to hold each other to account and, at the same time, build your own competency.

Application: use new skills and behaviours immediately, during learning activities and in the flow of work, knowing your group are there to help you reflect and adjust.

Adaptation: collaborate to create activities that meet your needs, influence your facilitators to focus on areas of interest, and have more say in how you learn.

Deep learning takes place through shared experiences, activities, feedback, and reflection.

When you join a programme, you join a learning community. Your cohort members will act as coach, champion, and confidante throughout.

Our alumni community support your learning and development into the future.

$$D \times V \times F > R$$

DESIGN METHODOLOGY

The Change Equation shapes the design.

Every module we deliver moves that equation forward.

- Activities that create a sense of Dissatisfaction with your personal impact
- Exploring new skills and behaviours to develop a Vision of what's possible
- Practical tools that define First Steps towards making change happen
- Simple techniques to overcome our Resistance to changing well-worn habits and patterns

Using that formula as the foundation means you hold a mirror up and see yourself as others see you.

Current Me: How do I see myself today? How do others see me? How do I want to be different?

Future Me: When I experiment with different behaviours, how do I see myself? How do others see me? What are the possibilities?

Authentic Me: How do I make this my own? What's the gap between how I feel and my impact? How will I make this natural?



FACILITATION APPROACH

Psychological Safety is our north star.

When you feel safe you can work and learn at depth.

We value the diversity of experience and approach that our community of facilitators bring.

They work creatively to meet the needs of every learner and they are exceptionally skillful in building a climate of openness and trust that means you can:

- See mistakes as an opportunity learn
- Take risks
- Speak your mind
- Openly share stories and struggles
- Support and challenge one another

OUR WORK

Learning and context are inseparable to create a development experience that yields long term results.

Our approach means **we focus on:**

ENGAGEMENT

Learning together fosters accountability and community so that retention rates are high and outcomes are sustained

INTEGRATION

We integrate your organisational context into the experience, and that's enhanced as stories are shared and connections made.

RESULTS

Working together on real challenges means tangible results straight away.

“

Incredibly useful and well-structured training programme. Delivery was spot-on, the safe group dynamic was established quickly, ability to practise then get constructive and actionable feedback was brilliant. By far the best training course I have ever been on and one I feel will help me in my personal life as well as professional career.

“

I was slightly cynical going in... but this programme smashed that cynicism out of the park.

It's made me start to think about myself and my actions in a completely different way.

OUR STORY

We began life as an educational publishing company in 1977 and in 1983 we delivered our first Positive Power and Influence programme.

Since then we've built a talented team with a breadth and depth of skill and experience, and we've adapted our work to meet the needs of our portfolio of global clients.

Our philosophy is based on mutual trust and that's central to the way we want to work with our team, our clients, and our partners.

We think that a big part of what makes us unique is our reputation for quality and community.

We're excited about the future, getting even closer to what our clients need, and drawing innovative thinking, best practice, and organisational contexts deeper into our work.

We never under-estimate the challenge and the value of measuring impact and we want to learn with you

We're based in Brighton, UK, with a network of experienced facilitators that give us a global reach.

OUR VALUES

SUSTAINABLE

Durable, relevant, and respectful of legacy and context, we build creative solutions that last.

UNCOMPLICATED

We are honest, straightforward, and transparent.

FOCUSSED

Inspirational learning. Agile behaviour. Great relationships. That's it.

TERMS AND CONDITIONS

OPEN ENROLLMENT

1. Bookings

- a. A confirmed booking is not made until a fully completed Booking Form and signed Terms and Conditions are received via our website.
- b. We reserve the right to refuse to allow attendance on our courses unless a fully completed Booking Form, signed Terms and Conditions and full payment has been received by us.
- c. You understand that participation in the course is for educational purposes only.

You declare that you (if you are the participant) or the participant (if you are the booker) are attending the course voluntarily and it is your sole responsibility to inform us of any physical, medical, psychological or psychiatric condition which would affect participation on the course.

2. Payment

- a. All fees are payable within 14 days of receipt of invoice and in all cases settled in advance of the course start date.

3. Cancellation, Postponement and Transfer

- a. If you wish to cancel or apply to postpone or transfer your booking, please contact us on +44 1273 770764 or via theteam@chartwell-learning.com in all instances.
- b. In the event of you cancelling your booking we reserve the right to retain a cancellation charge at the following rates:
More than 30 days before Session 1: No charge
30 days or less before Session 1: 100% of total fee
- c. If you wish to postpone your booking to a later programme, you may do so, with the following conditions:
The later programme commences no more than 6 months after the start of the postponed programme.
You may only apply to postpone a booking once. Further postponements will be treated as cancellations.
- d. We reserve the right to retain a postponement charge at the following rates:
More than 30 days before Session 1: No charge
Between 15 and 30 days before Session 1: 20% of total fee plus new programme fee.
15 days or less before Session 1: 50% of total fee plus new programme fee.
- e. To avoid cancellation or postponement charges, you may choose to transfer your booking to a substitute participant at no charge. We have absolute discretion as to whether to allow a transfer of your booking. In all cases, a fully completed Booking Form and signed Terms and Conditions must be received by us before any substitute participant is accepted or admitted for attendance.
- f. We reserve the right to cancel or alter a course without prior notification. In the unusual event that we cancel the course, our liability will be limited to a refund of your course fees.

4. Video recording

- a. No video or audio recording is permitted without our prior consent in writing.
- b. During this programme, you will sometimes engage in group activities which will be recorded. It is very valuable for you to review these recordings so that you can see your impact in different situations. To this end, we will distribute videos in which you appear to you and your group. These videos are unlisted so cannot be discovered by anybody else who does not have the link.

Videos are permanently deleted as soon as the review process is complete. We require your consent to share the video with you and your group in line with our privacy policy. If you do not wish to give consent to the video being shared, you will unfortunately be unable to continue your participation in the programme.

5. Attendance

- a. The programme follows a linear progression. Missing sessions has an impact on learner outcomes and group dynamics. For that reason we ask participants to commit to all sessions.
- If one session is missed we will do everything possible to mitigate the impact on the individual and the group.
- If two sessions are missed we will ask the participant to withdraw and attend a future programme. Depending on cause, we reserve the right to retain the original course fee and charge an additional course fee in such circumstances.
- b. We reserve the right to refuse access to any course (or any part of a course) where we have reasonable grounds to believe that the continued presence of any participant would be detrimental to the course or to any individual. We reserve the right to retain the course fee in such cases.

6. General

- a. A person who is not a party to this Agreement shall not have the right to enforce any term or terms of this Agreement pursuant to the Contract (Rights of Third Parties) Act 1999.
- b. This Agreement shall be governed by and construed in accordance with the laws of England.