



# ProAction Development CIC

## Inspiring People and Organisations

A forward thinking social enterprise training and consultancy company providing measurable organisational and personal development solutions.

# Would Your Organisation Like To Reach Its Full Potential?

If your organisation aspires to reach its full potential, then you need to develop performance through your people. By working with us, we will help you discover what this looks like for your organisation, assist you in understanding the challenges faced, support you in developing a strategy to achieve your vision and supply the tools by which you can measure the success of what we do together.

## Manager and Team Development

Your people are your biggest asset. By optimising their potential and skills, organisational performance will undoubtedly improve.

Our range of solutions could include:

### Performance Improvement

Developing a culture of performance improvement: how to prepare for, conduct and follow up on performance reviews, how to give feedback, and how to motivate each unique individual so there is improvement and a feeling of empowerment. We can help you develop a system for managing an uplift in performance or you may choose to use our own: PROCAPS (ProAction Competency and Performance System).

### Engaged Workforce

Developing an engaged workforce: how to create engaged people open to new ideas and prepared to take on more responsibility and challenges, how to encourage a problem-solving attitude, and how to create a resilient workforce adaptable to change. Through the use of a number of communication tools and techniques, we can help your leaders and managers at all levels create an engaged culture.

### Effective Leadership

Developing effective leadership: how to build, support, inspire and motivate teams, how to develop good communication skills, how to negotiate, how to create a clear vision and set goals, and how to make decisions and manage time effectively.

### Productive Relationships

Developing productive relationships: how to use and resolve conflict constructively, how to create a culture of open and honest communication, how to develop highly effective relationships based on trust and shared goals, and how to foster a co-operative working environment.

### 360 Degree Assessment

Measure your performance and improvement with an online 360 degree survey. Our tool is designed to provide people with comprehensive insights regarding their performance and working reputation and can be quickly integrated into any of our training solutions. The reports are designed to be as clear as possible to enable simple interpretation and for the effective giving of feedback, either in-house or externally. It is an invaluable tool in the development of action plans to change behaviour in order to achieve best results.

### Institute of Leadership and Management

Have your professional learning recognised with an ILM qualification. As an ILM approved centre, we offer a range of leadership and management qualifications, which can be embedded into your bespoke training solutions.



### Learner Management System

Keep learning alive with our online learner management system: ProLearn. The system, which gives unlimited simple access for one year, organises learning content, enables the tracking of progress and performance, keeps the participant up to date with new ideas, and gives greater control over the learning experience. Learning may also be linked to organisational goals, thereby improving individual, departmental and organisational performance. ProLearn can be developed into blended or distance learning packages.

## Too Unique For Help?

We pride ourselves in being able to tailor make solutions and packages for every type of organisation and every type of budget. With our wealth of experience and passion for inspiring change, we will work closely alongside you in developing the best strategy and vision for you and your people, whatever your unique requirements.

If you would like to find out more, get in touch via the contact information overleaf and let us help you on your journey towards fulfilling your highest potential.



*"We have known and utilised the services of ProAction Development for over 10 years; they are highly client focused and have always delivered to a high standard whatever training services we have procured with them."*

**Julian Unthank**  
**Higos Insurance Services Ltd**



*"If you are looking for training solutions to fit all budgets, then speak to ProAction Development. They provide high quality, tailored training that fits with the culture of your organisation and your resources."*

**Karen Bell**  
**Alabaré Christian Care and Support**



*"We have worked with ProAction Development for several years; they have helped in delivering many leadership and organisational development programmes. They continue to be responsive to our needs as a customer and successfully engage attendees. All the trainers have become well respected within the organisation, and the team demonstrates good technical knowledge and regularly varies how sessions are delivered to meet our requirements."*

**Darryn Allcorn**  
**Northern Devon Healthcare NHS Trust**



*"I've taken a lot of helpful knowledge and tools to use in my everyday life from the personal resilience workshop. It was very insightful, thought provoking and inspiring."*

**Fiona Havin**  
**Occupational Therapist**  
**North Devon Healthcare NHS Trust**

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