

“We all have the capacity to inspire and empower others. But we must first be willing to devote ourselves to our personal growth and development as leaders.”

(Deloitte, 2020)

Management and Leadership Training Programmes with FD Consultants

At FD Consultants we have developed a stepped approach to management and leadership training.

- Step 1 – Mental Health and Resilience
- Step 2 - Management Skills
- Step 3 – Progressive Individual and Team Development

We believe offering a stepped training approach promotes a robust and resilient organisational culture, holding at its heart, the wellbeing of all staff.

We have substantial experience of delivering training and providing services for organisations. We also offer team building services and individual coaching sessions. We pride ourselves in building strong relationships with our client organisations.

We align our trainings specifically to fit the relevant profession, offering practical and hands-on techniques that adapt well into the organisation. We provide worksheets, copies of the slides, information sheets, references for further reading, and certificates for all our training programmes. Our materials build competence and confidence for managers to deal with complex issues.

A service with FD Consultants is not simply a one-off training purchase, we can offer thematic analysis of staff issues, which are fed back into best practice guidance for organisations.



“Having gone through the training as a team, and revisited the tools and techniques throughout the year, we’ve been able to support each other through the challenges.” (HR Director, 2021)

Objectives of our management training:

- Build confidence in recognising and managing mental health issues
- To increase management, team and organisational resilience
- To create wellbeing action plans with staff
- Provide practical management tools and understand current management models
- Develop successful return to work plans
- Feel confident when facing conflict and gain mediation skills
- Build team cohesion and productivity

Our style of training is educational, relational and participatory. We have adapted all our materials to offer online training and have been delivering remote and face-to-face training. We work with a global audience and have offered training to staff in over 100 countries, including staff based in fragile states. We can provide our trainings in several languages.

We are a global psychological health service and therefore adapt our trainings to respect different cultures, taking into account gender, race, and other diversity considerations, offering an intersectional approach.

FD Consultants stepped approach to Management and Leadership Training

We recommend a stepped approach to management and leadership training, but understand organisations may have a variety of service providers, or may only be looking for a specific training module. The below diagram highlights a comprehensive training programme for management and leadership. We can tailor our modules depending on the organisation’s requirements.

Step 1 offers ‘Personal Resilience’ and ‘Mental Health Awareness’ training. We believe to promote a healthy organisational culture managers need to promote healthy work life balance and have the confidence and skills to manage, not just staff’s physical issues, but also mental health issues, promoting wellbeing and resilience. **Step 2** focuses on building management skills, including ‘Conflict Resolution’ and ‘Absence Management’ trainings. **Step 3** offers the progressive services, such as ‘coaching’ and ‘team building’ that may run alongside the training programme, as and when needed.



“FD Consultants approach to wellbeing and resilience is engaging, inspiring and has produced noticeable results. The practical tools that were shared with the team last year in a day’s training continue to make a difference and we’ve revisited some of the techniques in our team meetings, especially helpful given the turbulent year.” (Marketing Director, 2021)

FD Consultants work has been contracted through recommendation and reputation. We pride ourselves on offering a high-quality service with high standards.

Organisational support

FD Consultants are the well-being service who will best deliver a reliable, quick, and bespoke support system in the workplace. FD Consultant’s team of accredited specialists will offer ongoing support to help manage stress, prevent burnout and provide specialist trauma care where required, enabling your staff with the tools to cope, and recover more quickly.