

# Poppyfish

people development

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# PORTFOLIO 2024

LET'S GO FURTHER TOGETHER

# The changing face of work

The world of 2024 is as volatile, uncertain, complex and ambiguous as ever.

There is ongoing war in Ukraine, deep unrest in the Middle East and significant domestic political, economic and societal challenges. Amidst this, organisations face the challenges of strategic alignment with changing markets, and need their people to be at their best to lead and facilitate change. The face of the workplace itself is also changing. The Gen Z population has entered the workforce with specific expectations that mean organisations are continually needing to reflect on the work that they are offering and how they will attract, recruit and develop the best talent. The nature of work continues to stretch thinking. 71% of people say that flexibility in where and how they work is a crucial part of their career decision making. 69% of people say they want to be able to work remotely or in a hybrid way. In contrast, corporate loneliness has never been higher and 63% of business leaders are saying that they expect their teams to be back in the office by 2025. How will this conflict play out? Can organisations offer the flexibility people crave? Do managers have the skills and tools to lead and motivate remote teams? Are your managers and your teams doing the right thing in the right way?

These are the real challenges of work in and the issues that we expect to help you tackle. 2024 provides an opportunity to build a sense of belonging and a chance to grow teams around a strong value set that drives motivation, inclusion and performance. And teams that do that will be great places to work, and have the best prospects to thrive.

And where there are thriving teams, you'll find Poppyfish.

**Nick Skinner MBA MSc**  
Director

**Poppyfish**  
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# We focus on you, your team and your business

Our work is targeted at three levels:  
**Individual, Team and Organisational.**

We support **individual** development through 1-to-1 coaching & developing talent. We upskill people to give them the confidence to be at their best. We start with an understanding of self before targeting specific training needs such as developing leadership and delegation skills, promoting emotional intelligence or applying a focus on behavioural change.

For **teams** we create engagement and target team performance through facilitated workshops, team coaching, training and learning events that bring people together. This same approach can be used across multiple teams to improve cross team working and prevent 'silo' thinking. We are expert facilitators of remote workshops.

At an **organisational** level, we offer strategic insight to achieve systemic change and can offer Board level coaching, leadership team workshops and facilitated away days. We can support wellbeing programmes and have designed organisation wide initiatives around culture, change and learning.

## FROM BOTTOM TO TOP

We pride ourselves on working across the hierarchy, from the most junior teams to the most senior Director, and from PhD students and even professors across to some of the most poorly qualified workers in manual industries. The size of organisation is irrelevant, what matters is the individual desire to improve.

Areas of recent work include:

- Team Alignment and Engagement
- Leadership Team Coaching
- Facilitated Workshops & Focus Groups
- Equality, Diversity and Inclusion
- Change Management
- Training & Skills Development
- Executive Coaching
- Strategy Away Days
- Safety Leadership
- Culture Change
- Strategy Wargames
- Decision Making Exercises
- Managing Performance
- Hi-Potential Programmes
- Wellbeing
- Career Counselling
- PhD Commercial Skills
- Recruitment, Induction and Onboarding

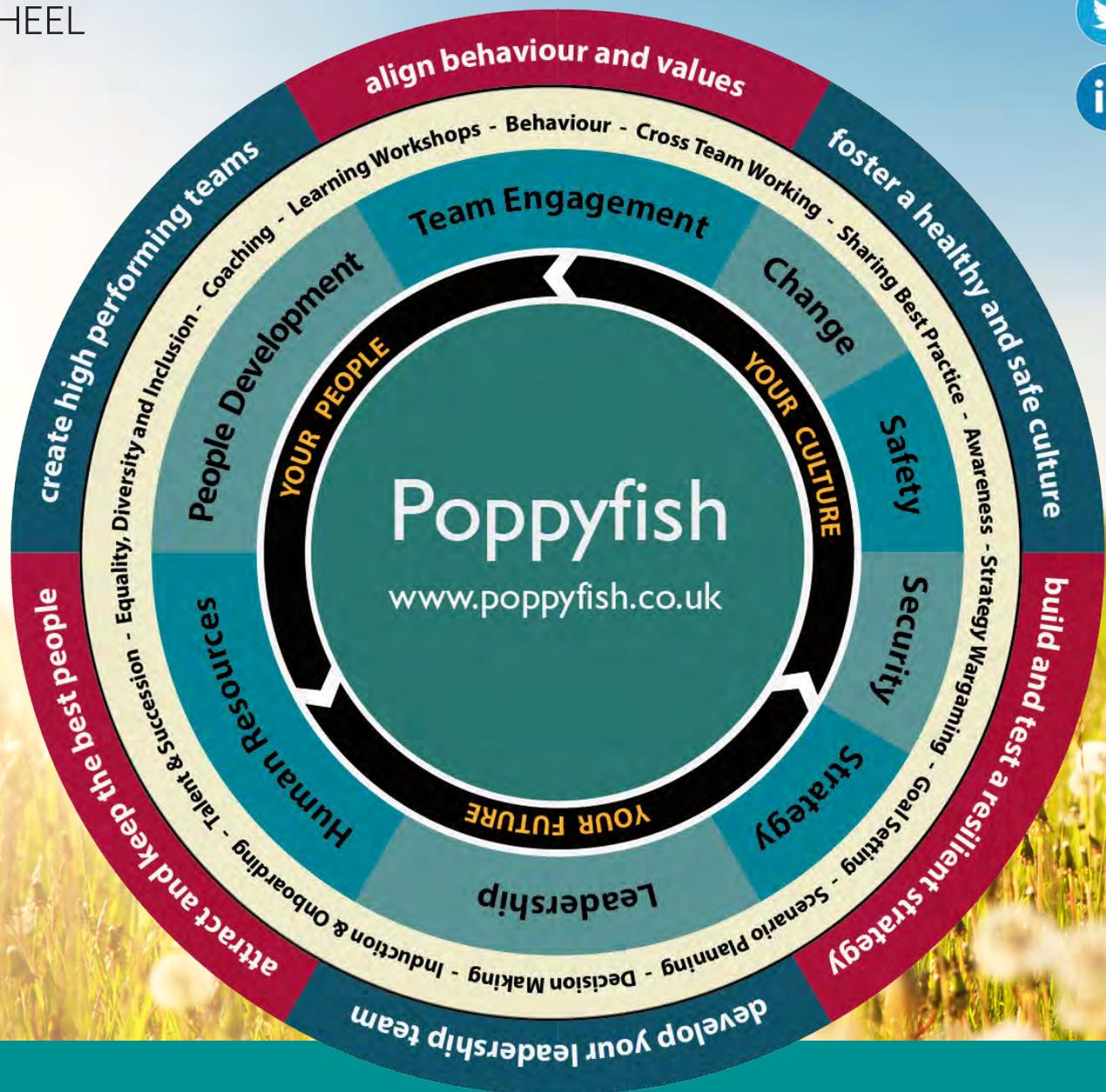
We work to develop  
**individuals**, the **teams**  
they work in and the  
wider **organisation**

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# THE POPPYFISH WHEEL



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**The Poppyfish Wheel** condenses the work we do into one graphic.

At the heart of the wheel we work to help you build your people, your culture, and your future.

We do this by working with you in the areas shown in the middle rings to achieve the outcomes shown in the outer circle.

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In short, we can help you to:

- Build and test a resilient strategy**
- Develop your leadership team**
- Attract and keep the best people**
- Create high performing teams**
- Align behaviour and values**
- Foster a healthy and safe culture**

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# TEAM ENGAGEMENT

*"10 out of 10. Good, knowledgeable.  
Read the needs of the group really well  
and controlled performance"*

**Managing Surveyor,  
Tier One Contractor**

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Our team engagement workshops bring your team together to share challenges, clarify goals and generate action focused engagement.

In just one three hour session our experienced and qualified facilitators can get the team feeling more purposeful, more energised, and more connected, aligning them in not just what they do, but how they do it, and why.

Our consultants are more than trainers, they are experienced managers and leaders who add insight and understanding to your teams situation. They listen first, and facilitate the group towards an outcome that the group can own. Along the way they will draw in all voices and engage everyone.

Our sessions are practical and action focused and created with your input to suit the needs of your team.

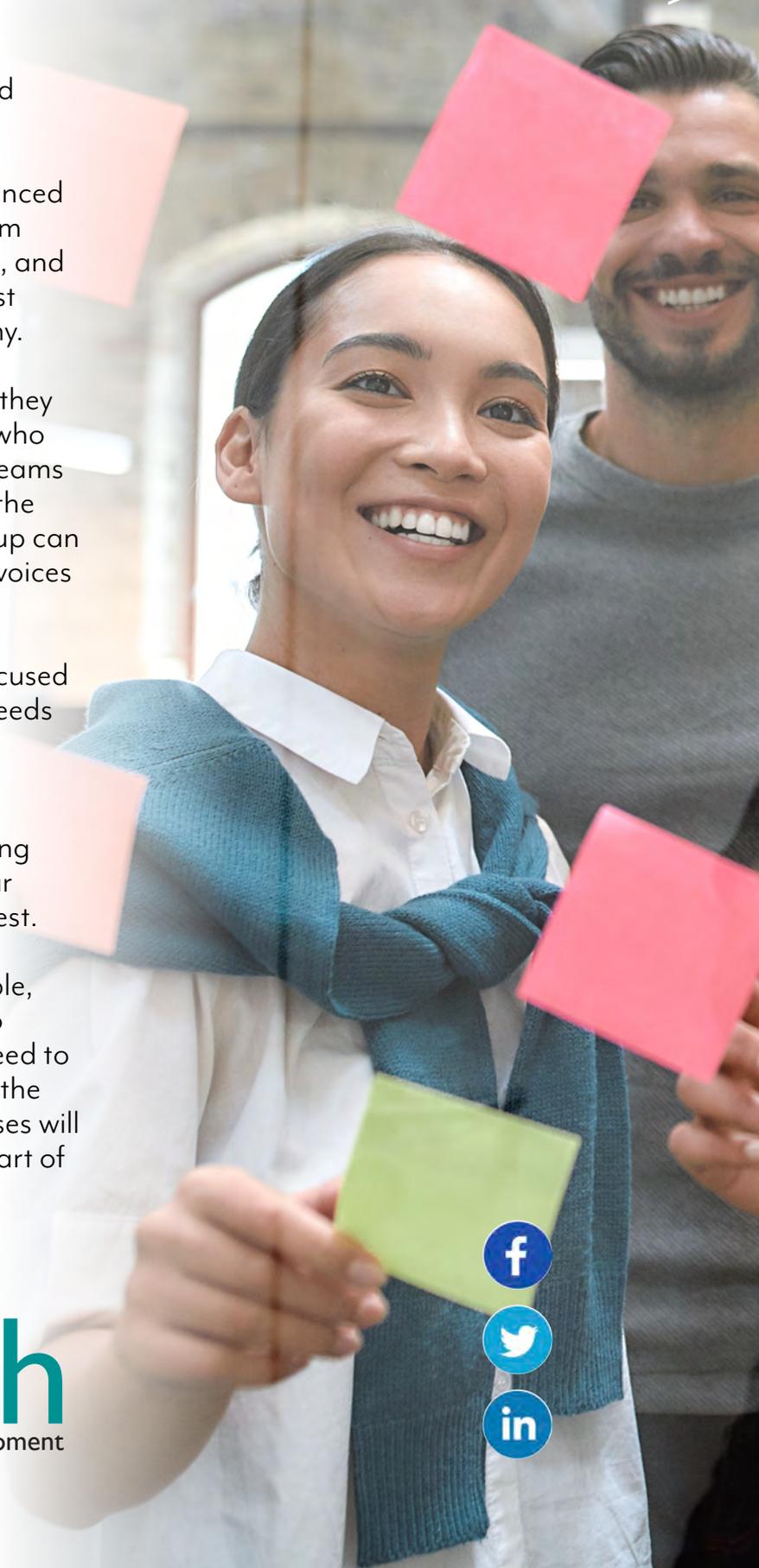
Team workshops can also be delivered remotely using your normal online meeting tool. All you need to do is invite us to your meeting and our facilitators will do the rest.

Our facilitators will keep everything simple, and will have already worked with you to design the workshop content that you need to fit the goals of the session. At the end of the workshop, the outputs from these exercises will be available to download and keep as part of your action plan.

We've got this.

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# Supporting Remote and Hybrid Teams

Working arrangements have never been more flexible. Many businesses work in dispersed groups and whilst some teams might include a high proportion of office based staff others might be almost entirely remote. And this hybrid pattern is different from one team to the next, and is highly likely to change as teams find their best fit process.

Co-ordinating hybrid teams is a skill that can be learned, and it's really all down to good communication and building trust. No surprise there!

We are experts in delivering engaging team workshops and learning events that can take place in an office or be hosted online, or even a combination of both. In fact, we were one of the first adopters of online whiteboards, building our skills in this area and ensuring a great platform for online sharing and collaborative working.

For more details about how we can help you contact us on:

[enquiries@poppyfish.co.uk](mailto:enquiries@poppyfish.co.uk)

## WE'VE GOT THE T-SHIRT

We don't just do great facilitation, we train others to do it. For the past five years we have delivered facilitation training to one of the UK's fastest growing PLC businesses, and constantly receive the highest feedback.

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# LEADERSHIP DEVELOPMENT

Leadership takes many forms, but from personal leadership through to business leadership we will work with you to grow the skills that you need to be at your best.

The methods of doing this are varied. For instance, we can offer **1-to-1 coaching** at all levels up to and including Director, often basing our work around **behaviour profiling**, role needs, or even individual self assessment. If desired, this can include managing a **360 degree feedback** process and the creation of **Personal Development Plans**.

We have experience in developing challenging and demanding **High Potential Leadership Programmes** that enhance the skills of entire cohorts of managers. As always, our style is to create a framework that allows individuals to take ownership of their learning and hold themselves accountable by creating ways to develop their skills on the job - you cannot spoon feed these skills.

And we can coach and consult to **leadership teams**, working closely with them to ensure they stay sharp, resilient and on topic in a volatile, complex and uncertain world.



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# TRAINING YOUR PEOPLE

Our list of 'off the shelf' training and learning workshops continues to grow. From Time Management to Project Management and all stops in between we've got the right workshop for your people.

We don't do chalk and talk.

Instead, we lead delegates on a facilitated sharing of best practice that allows them to identify their own take away moments.

We like to get people on their feet actively creating knowledge and sharing their own experiences, using a format of exercises and proven models which we align with real world stories to give delegates the insights that they need to be at their best.

And we will check in with them some time later to see how much of their learning has stuck.

We will push them as far as you will let us.

And they will love it.



We can deliver off the shelf training at any venue of your choosing. Popular workshops include *Communication Skills, Team Effectiveness, Presentation Skills, Project Management, Appraisals & Feedback, Coaching For Managers, Understanding Finance, Introduction to Management, Time Management, Consultative Selling, Leading Safely, Negotiation Skills, Networking, Team Leadership* and *Understanding Behaviour*. Bespoke workshops are our speciality and are built with your input.

## TO BOOK



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# STRATEGIC AWAY DAYS

*"You have given us a great start to this critical piece of work and have left us with the start of a legacy - Thank you"*

**Director of Talent, UK PLC**

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Time away from the daily challenges of work is essential to allow a focus on the big issues affecting your business.

Strategy Away Days bring your people together to reflect, review and re-energise their plans for success. These are the occasions when you can celebrate what you have achieved, chew over the critical challenges of the present and set your sights on the future.

We will look after your Away Day from start to finish, working with your brief to plan and structure the programme and set meaningful objectives for the event.

We can even help you to find a suitable venue and make sure that you have the right people in the room.

We're not here for a walk in the park. You will be pushed hard to ensure we get best outcomes for your people.

Our facilitators are experienced in ways of working that will keep your team on topic and motivated. Experienced managers and leaders in their own right, they will consult to the group and ask the simple questions that cut through group think and by-pass organisational politics.

We treat these events in deadly earnest, and you will go away with a series of outputs and action plans that will prove that your time spent with us was some of your most productive.

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# DIVERSITY

The best meals are caringly prepared using the finest ingredients. It is the combination of diverse tastes, colours and textures that make for the most enjoyable experience.

And just like any great meal, a great team has a diverse blends of skills, behaviours and people, working together inclusively. At Poppyfish we are committed to supporting your inclusion and diversity strategies and will work with you to design and deliver a programme that is fit for your specific needs.

We can start with simply understanding the diversity levers of your business, be they ethnicity, gender, social mobility, age or another area. We will help you to articulate what successful inclusion will look like, and help you to define whether this is across the whole business or just for specific functions.

We will help you to identify your strengths and establish a programme that is led from the top and which includes metrics to enable you to set and measure progress. Along the way we will work with your people to foster an inclusive culture and mindset, and give your people the tools they need to learn from others and to keep inclusion and diversity high on your organisation's agenda.

It's a tasty prospect.

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# BEHAVIOUR MATTERS

We believe that over 80% of your success at work is attributable to the appropriate use of behaviour, and having a growth mindset.

The other 20% is the easy stuff. Like having the best technical skill and using the right procedures.

Our behavioural profile of choice is the SPECTRUM model from EvaluationStore. Clients report this as being easy to understand, impactful and memorable. In fact, we like it so much that we work with Stephen Jarrett, one of the developers of the model and author of "*Across the Spectrum, What colour are you?*".

Just like any other profiling tool the SPECTRUM model is based on classic Jungian psychology, looking at degrees of extroversion and introversion as well as task or people focus. But unlike the other models SPECTRUM also recognises that in times of stress your behaviour changes. Do you become more insular and stubborn? Do you blame yourself when things go wrong? Or do you come out fighting and show your teeth? And how does that affect those around you?

The profile gives a great start point for self awareness and learning, bringing with it a common language for behaviour change that enables quality conversations to facilitate understanding and change.

We use SPECTRUM profiles to:

- **Promote self awareness and learning.**
- **Explore team dynamics.**
- **Create whole team and even entire organisational profiles that identify strengths and weaknesses.**
- **Spearhead behavioural safety campaigns.**
- **Enhance presentational skills.**
- **Understand communication preferences.**
- **Support induction and onboarding.**
- **Think about Diversity and Inclusion**

# YOU DID IT!

Individual coaching is a powerful development tool.

We excel at building strong 1-to-1 coaching relationships with clients that move them towards where they want to be.

We can do this as part of a wider programme of learning and development or can coach on specific performance issues and individual goals.

This can be done remotely or in person.

If needed, we can support your development with 360, behavioural and self assessment questionnaires that can be used as a great skeleton around which to structure a development plan that's right for you.

We work at a pace to suit your needs and can offer intensive 'kick start' sessions to give you clarity, focus and impetus as well as more traditional measured programmes of support over longer periods.

And, if needed, your coach is just a phone call away.

Unlock your potential today.

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## COACHING FOR TEAMS

We also coach leadership teams and offer a coaching workshop to develop coaching skills for groups of delegates.

Ask for details

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# FACILITATED WORKSHOPS

Great things happen when people come together.

Poppyfish facilitated workshops allow people to tackle the important issues creatively and with energy.

We know that people see more value in things that they create for themselves. These workshops build engagement at all levels and make people realise that their views count.

Output from these sessions can be astounding. In just one day teams can generate more productive outputs than they might otherwise see in a whole month of meetings.

We have worked internationally and with groups across many sectors. We always trust in the power of the group to reach the right outcome, and we run with the energy that this creates. This makes these workshops a veritable hotbed of creativity.

We will handle all preparation for your event and will work with you to ensure we target the areas that you want to focus on and give the team the right mix of activities to get the best outputs.

We specialise in facilitated workshops in the areas of:

- Strategic Planning and Analysis**
- Culture**
- Team Effectiveness**
- Performance Management**
- Project Launches and Reviews**
- Focus Groups**
- Process Reviews**
- Behaviour**
- Putting People to Work Safely**
- Strategic Planning**
- Project Management**
- Safety Leadership**

**NEULAND FACILITATION**  
 We like to use Neuland Facilitated Pinpoint to help generate ideas and collect data. All outputs are photographed and provide a superb record of the outputs from your session.

**TO BOOK**

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-  01582 843400 or 07749782572
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# BUSINESS WARGAMES

Business wargames use real world scenarios to engage and develop leaders and to challenge and define strategy.

We live in a volatile and complex world. Progressive leaders are using business wargaming methodologies to assess the strategic and operational readiness of their business. The wargaming approach challenges existing thinking and provide leadership teams with a credible exercise that scrutinises decision making, exposes weakspots and creates real space for operationally specific learning. They are the ultimate challenge to existing thinking. Quite simply, wargames argue back.

Our business wargames are designed with your input and include full bespoke scenario design, event facilitation and post-exercise review to ensure that no learning opportunity is missed. And if you are new to the wargaming approach don't worry. Our team have the skills and experience to design and deliver what you need. Indeed, working closely with you during the planning stage is an important factor in producing a quality outcome.

Wargames are individual, take time to create and the duration and content vary. But they are, without doubt, an exceptional way of developing your leadership team and future proofing your business. And they are simply superb for spotlighting talent in your team.

Enlist now.

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*“The Poppyfish Red Team exercise was quite simply the best organised, scripted and resourced exercise of this type that I have been involved in”*



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# OUR TEAM

## Nick Skinner MBA, MSc ▶

*Director and Lead Consultant*

Nick is the founder of Poppyfish and has developed leadership and coaching programmes, talent initiatives and bespoke learning packages for clients across many industries, working both in the UK and overseas. Nick has facilitated hundreds of learning workshops and focus group style events and project managed change programmes in the public and private sectors. Nick is an expert in decision making in critical incidents and is fascinated by human behaviour in the workplace. Nick has an MSc in People and Organisational Development and an MBA with distinction from the University of Hertfordshire.



## ◀ Stephen Jarrett MA

*Associate*

Stephen is specialist in change, HR, OD and strategy and is also a qualified life coach and CBT counsellor. A founding thinker behind the SPECTRUM behaviour profile and *EvaluationStore.com*, Stephen published his book “*Across the Spectrum*” in 2018 and expects to release his next book; “*Blood, Sweat and Tears: How to Succeed in Business*” in 2018. Stephen is an expert facilitator who has also worked as an ER manager, ER caseworker, HR manager, HR director and L&D manager. Always busy, Stephen is also a qualified sports therapist and has helped footballers and business people alike with mental health stress and wellbeing.



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