



Goodbye 2006, Hello 2007!

Where did the year go? If like me you are wondering where the last 12 months has gone it is time to sit down and take stock! They do say that as you get older the years go over even faster – this year I agree – the last 12 months has flashed before my eyes.

I want to say "Thank You for your support" to those organisations I have worked with in the past year. My business has continued to flourish and I have worked on enjoyable projects with a wide range of lovely people in manufacturing, construction, service, privately owned, charity / voluntary status organisations. This diversity of organisations and people that I have worked with helps me to continuously develop my skills, knowledge and understanding in order to help others.



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Leadership & Management Development



I wrote last year about a fabulous opportunity to work with an Organisation using 'hot off the press' national vocational qualifications for managers at levels 3,4 and 5. The outcome of this has been successful with the organisation wanting to implement similar development for a further 20 managers in 2007. It has been great to have taken part in the programme and my colleague Keith Bell from KBA and I are delighted to see the fruits of our working relationship, the benefits achieved by the participants and the Organisation and also to be continuing on with our support for them.

"This was a professional and well planned training programme tailored to the needs of the Organisation and the Participants."

Graeme Lynn,
Learning and Development Consultant,
Barnardos North East

Bespoke In-Company Projects

A good variety this year that included designing and implementing a leadership, management and coaching programme for a construction based Organisation to meet the new competencies required by their managers that had been designed specifically for them. A challenging and exciting change programme that will continue into 2007.

"Gill has assisted our business to develop a management development programme around a competency framework and is currently delivering the programme to over 100 managers / supervisors. This programme will facilitate FHM's future business success by enabling our managers to recognise and develop both themselves and their staff in the behaviours that are known to deliver excellence."
Irene Liddle, H.R. Manager, FHM North East.

For the first time I have worked in the entertainment business! An opportunity to work in a theatre setting to help the Chief Executive and the Management Team design and implement a Staff Development Review process. A thoroughly enjoyable project / people in the lovely setting of the newly refurbished Theatre Royal in Newcastle. 1st stage of the people development project is complete with further action to take place early in 2007.

"Totally exceeded my expectations."
Philip Bernays, Chief Executive, Theatre Royal



Designing Your Life Workshops / Work Life Balance

Fun days with purpose! Great to have mixed play and work as individuals carried out creative activities whilst planning for change and new goals that will positively influence their lives. Throw in some good food, a lovely environment and a massage... a blissful time out for busy people putting balance back into their lives.

"When Gill Marsh presents to our Network North East Members, she never fails to inspire them. We always leave with a simple way of changing our lives for the better – she allows us the rarity of thinking about ourselves."

A definite rise in demand in this area this year. Busy Managers and Business Owners striving to do a good job at the expense of other important things in life, and sometimes leading to stress. This rise in enquiries has led me to explore a range of services for next year to do with restoring work/life balance and strategies for reducing stress.

"Turnkey Solutions gave me the motivation to make changes in my life that I'd never got from other courses. Excellent!"
Janice Ross, Development Director, Harlands



Play with purpose! 2006 Life Designers.

Continuing Professional Development & The Future

Being passionate about developing people in general, as you would expect CPD plays a large part in my own life. This year I did a refresher programme of NLP (Neuro Linguistic Programming) at Master Practitioner level that I found very beneficial for honing my skills in communicating / coaching; a course on unlocking your creative self to apply to developing my approaches in training and development and my own service provision to clients. I am also attending a local college this year on an accredited massage / aromatherapy / reflexology programme to be able to understand the benefits of these approaches on reducing stress in people and implementing counter stress strategies in our lives. I am pleased to say that I am working with a specialist in sports / health / nutrition to develop services for wider implementation in 2007 regarding work / life balance practices to integrate with my business services for people. A truly holistic approach that reflects my philosophy that we work with, and relate to, the whole person as an individual.

*Have a great Christmas
Gill*