



## Goodbye 2007, Hello 2008!

First of all my thanks must go to all of those people who supported me by using my services in the past year. It has been a successful year and it is all thanks to YOU! Another fast pace year and as I move into 2008 I remind myself of entering the year 2000—The Millenium and it is hard to believe that was 7 years ago. If you, like me, are also wondering where those years have gone it really signifies the importance of reflecting back on the past year / years and think about 'has it gone the way we would have wanted....' and how do we want the next years of our lives to unfold?

I added to my skill set considerably in 2007 qualifying in holistic therapies to Diploma level and this has integrated so well with the work that I already do with others. I have found that these complimentary therapies really do 'compliment' the work that I already do with people and enhance my results and theirs most positively. I am delighted by this discovery and intend to add further to my skills in this area.



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*"Many thanks for the excellent support over the course of the year which has hugely enriched our management programme".*

**Graeme Lynn,  
Learning and Development Consultant,  
Barnardos North East**

## Leadership & Management Development

Another enjoyable year working with a range of managers in different organisations helping them to be even more effective and confident regarding their skills. Following on from previous success in Barnardo's we were invited back to deliver a further programme at levels 3 and 4 NVQ.

In other organisations modules of a wide range of subjects from project management / stress awareness and strategy, problem solving, continuous improvement, performance management and appraisal process etc have been delivered.

## Bespoke In-Company Projects

*"I am delighted that we have extended our relationship with Gill. Gill delivered Leadership and Management Development training to over 100 of our managers and supervisors and is now working with us to embed an updated appraisal system, helping Managers to identify development needs around using competencies within the business and then either coaching or providing workshops for development. Using her holistic therapy skills, Gill is now also working with some of our Managers in perhaps an unconventional approach to well being... (unconventional within the construction industry anyway)...."*  
**Irene Liddle, H R Manager, FHM North East**

It has been another year for interesting projects and the ones detailed here have been very in depth, taken up a considerable amount of time, and have been highly enjoyable and rewarding as I have been part of the business and people progress.

I continued on with the next phase of a project in the entertainment business working with the Theatre Royal in Newcastle. An exciting year for them with so much change and a massive refurbishment of the Theatre really enhancing the building and theatre offering to people. Working with the Management Team and Staff to bring about some operational changes was a delight with new ways of working and new standards to make their excellent provision even more so.

*"Somehow Gill manages to inspire and entertain at the same time - and our development programme really moved forward as a result".*  
**Philip Bernays, Chief Executive, Theatre Royal**

## Work Life Balance / Life Coaching

In 2007 I wrote *"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"*.

Again I saw a rise in this kind of work this year and I am delighted to say that I have had the opportunity to put into practice with a degree of success some strategies that can really help people to maintain balance and improve upon their health overall. It has been very exciting for me to progress my work in this way and to see the benefits it provides to others.

*Have a great Christmas  
Gill Main*



## Continuing Professional Development & The Future

As from the 1st of January 2008 I will be working under my married name of Gill Main Trading as Turnkey Solutions. This is in an effort to simplify my own life! ... as I encourage others to do when working on reducing stress and work life issues. In 2008 as well as delivering leadership and management development and bespoke company projects, I really do want to introduce as many people as possible to 'alternative ways' of bringing balance and health maintenance goals into their lives. Stress underpins so many ailments and as well as keeping people from feeling as good as they can, and getting the most from their lives, it has an impact on the businesses that they work for and others around them; this may be in reduced productivity, lost time through absence etc. Many employers introduce their people to 'recognising stress in themselves and others they manage' - however they do not help people to introduce strategies to help.... This year I want to encourage employers to stretch their minds around the issue of health and safety (and wellbeing), to move away from sometimes doing what needs to be done to conform to legislation to protect individuals, it is also about looking after 'the whole person' and bringing in strategies to facilitate this. I would be delighted to talk to any organisation about this. I believe it makes business sense to do this from a desirable and a retention of good people employer point of view, as well as being fabulous for the employee!

