



Brochure of services

CULTIVATED MANAGEMENT

TO CULTIVATE :

- To develop or improve by education or training
- To train, tend to, develop, to devote oneself to

TO MANAGE :

- The act or manner of managing, handling, directing or controlling
- Not people – but processes, costs, the flow of work and the environment people do their best work in

AT A GLANCE

- 1** Releasing Agility. Goal Setting. Problem Resolution. Process Improvement.
- 2** Recruitment, Retention, On-Boarding
- 3** Management Training and Coaching
- 4** Modern HR, Engagement, Training, Learning Management
- 5** Communication Skills, Presentation Training, Corporate Communication

WHAT I DO - SERVICES

I offer practical, inspiring, experience-based solutions to challenging problems facing the modern technology workplace. At the heart of the Cultivated Management approach are concepts of:

- Outstanding communication and clarity of purpose.
- A focus on discovering and removing friction that is holding you and your organisation back.
- A focus on cultivating behaviours that drive positive change and build a winning culture (Culture is nothing more than group habits – what people do each day).
- A need to treat people like people.
- Being disciplined in following proven and high performing processes that work.
- Underpinning all of this is the need for good management who inspire, lead and provide clarity.

Cultivated Management's training and consulting is applicable to any company making change. I keep things simple and easy to understand so that you, and your team, can be implementing growth plans quickly. My approach is direct and honest, yet caring and diplomatic.

I customize training to your specific needs through my business focused consulting, training and keynote speaking. I offer public workshops, books and presentations also.



My mission is to educate, train and inspire technologists to become the best version of themselves through cultivating their skills and experiences whilst achieving outstanding business results.

CULTIVATED MANAGEMENT

CULTIVATED BUSINESS PROGRAMS :

- Consulting
- Training
- Coaching and Mentoring
- Keynote Speaking
- Seminars
- Books

CULTIVATED PERSONAL DEVELOPMENT PROGRAMS :

- Training
- Seminars
- Coaching
- Keynote Speaking
- Books

CULTIVATED BUSINESS PROGRAMS

My Business Programs are designed for organisations that have challenges and obstacles to overcome.

They vary greatly from client to client and tend to be highly intensive. Each program is built specifically for each client to ensure maximum success.

Programs are often a combination of my main services: Consulting, Training, Coaching, Mentoring, Speaking and running Seminars.

I offer single day Programs all the way through to 6 month intensive Programs.

Programs can be tailored for specific audiences, such as leadership and managers, or specific roles such as Testers, HR and Agile Coaches. Each program will be specific to your needs.

CULTIVATED BUSINESS PROGRAMS

Cultivated Recruitment

Program tailored around hiring, on-boarding and retaining Technologists. Topics covered include attracting talent, balancing cash with other benefits, designing a WOW recruitment process and on-boarding to ensure rapid productivity and a WOW first week.

I can also help you set up and run a Polish office.

Join Our Company - book

<http://cultivatedmanagement.com/joinourcompany/>

Cultivated Management

Program tailored around how to be an effective manager. The Cultivated Management approach is:

1. 70% of time is spent managing the process, flow, environment, removing blockers and improving the world of work
2. 20% of time is spent working with people. Giving feedback, discussing performance and active coaching.
3. 10% of time is spent developing self, reflecting and improving the discipline required for this tough job.

Cultivated Agile

Program tailored around releasing agility. Achieving agility means removing friction on your journey to deliver against your business purpose. Friction points will be different for each organisation. Studying is required.

Agility cannot be bought, forced or rushed. It needs releasing at a pace that makes sense for your organisation, your people, your technology maturity and your organisational/leaderships approach to risk.

Cultivated HR and Talent

Program tailored around HR Engagement, Learning & Development initiatives and modern HR practices to support growing teams.

Engagement is FREE if you have good management – so a focus on management is essential with this Program.

This Program may include running Company Values workshops, initiating or improving Engagement Surveys and strategies, or rolling out a Learning Management System.

Career development, job descriptions, behavioural matrices, strengths finders and more are also part of this Program.

CULTIVATED BUSINESS PROGRAMS

Cultivated Testing and Quality

Program tailored around improving your test team's ability to become good exploratory testers with a toolkit that equips them for success as you grow.

Testing is mostly about mind-set and the ability to ask amazing questions of yourself, each other, the process and the software under test.

How To Thrive As A Web Tester book
<http://cultivatedmanagement.com/thrive/>

The Social Tester book (the best blog posts from my 8 year's writing at The Social Tester)
<https://leanpub.com/thesocialtester>

The Social Tester website
<http://www.thesocialtester.co.uk>

Cultivated Communication and Team Spirit

Program tailored around improving communication in your organisation, from personal communication skills to corporate communication strategies.

I often joke that 99% of problems in business are because of communication – I may not be too far from the truth.

I can bring my award winning Communication Workshop to your organisation, do 1:1 coaching with those in need of improving communication or create communication plans and strategies for your organisation.

The Communication SuperPower Workshop
<http://cultivatedmanagement.com/superpower/>



CULTIVATED BUSINESS PROGRAMS

DELIVERY METHODS

In-person Consulting

On the ground studying, suggesting, recommending and coaching. The first step to consulting is to study what challenges and friction are being faced, and to put in place a plan to address this.

Instructor-led Workshops and Training

Knowledge based workshops with lots of interactivity and hands-on learning. I also run Seminars and 1:1 training sessions.

Audits and Assessments

Short assessments and audits complete with recommendations on how to move forward.

In-person training

On the job training is the best way to learn. Sitting with people, working with people, studying people complete with feedback, active coaching, suggestions and training plans.

Remote Coaching and Mentoring

Coaching and mentoring provided remotely. A more cost effective, high touch and efficient mechanism for bringing out the best in people.

Speaking

Keynote presentations that inspire and motivate. In-person, high energy and fast paced.

Marketing

I'm available to do guest posts, webinars, eBooks and podcasts that can help drive engagement and marketing around your product and services.

ABOUT

ROB LAMBERT



I started my career as a Software Tester where I cut my teeth for 12 years learning how to be the best Tester I could be.

After that I took on the role of Engineering Manager for a start-up with aggressive growth intentions – it was an epic ride. During this time I brought in a modern approach to testing which opened the way for agility to be released - taking us from releasing software every 14 months to every week.

During this time I brought in rigorous but people-focused agile and management practices, helped to revamp the recruitment and scaled agile across the UK and Poland.

I then made the logical move sideways to HR where I took on the role of Vice President of Engagement and Enablement. My responsibilities were Recruitment, Engagement, Training, Corporate Social Responsibility and Corporate Communications.

Writing and communication are two passions of mine which lead me to starting my first blog in 2005. This blog, The Social Tester, led to some great opportunities and ultimately to the conference speaking circuit.

I do Keynote talks and teach others how to do them through my Zero To Keynote workshops. I run Communication Workshops and help others to develop their own abilities to communicate with clarity and effectiveness.

I've written several books and now blog at Cultivated Management where I focus on management, HR and communication.

I am married, have three sons and live in historic Winchester, Hampshire, UK. In my spare time I love spending time with my family, reading, weight lifting, boxing and driving old-school Japanese classic cars.

I'd love to help you and your organisation achieve your business goals. Please do get in touch for a friendly chat.

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CULTIVATED MANAGEMENT

GENERAL INQUIRIES AND QUESTIONS

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