

CULTIVATED MANAGEMENT SERVICES

ABOUT

TO CULTIVATE

To Cultivate means to develop or improve by education or training.

It's about tending to your own development - to devote oneself to something.

Managers must devote themselves to cultivating their own skills and experiences before asking others to do the same.

Management is hard. The best managers are those who never stop learning

TO MANAGE

The act or manner of managing, handling, directing or controlling.

Not managing people – but processes, costs, the flow of work and the environment people do their best work in.

By managing the "system" and environments that influence people's behaviours - you can allow people to thrive.

Management is about encouraging people to succeed - but to do this - they need friction, drama and nonsense removed from their world - Cultivated Managers do this.

ROB LAMBERT

I BELIEVE IN MANAGEMENT, EVEN IN AGILE TEAMS



I see a lot of executives and managers hiring coaches to coach around basic management issues.

Why?

Because management is a dirty word - "we don't need management - people will organise themselves" - not true in most organisations.

Or they have weak managers too afraid to challenge dysfunctional behaviour - or management have never made it clear what behaviours they expect from people in the first place.

Or managers who assume they'll get what they expect from people - when the truth is you only ever get what you tolerate.

I believe in management.

Not the top down, tell you what to do, command, control, dictate, manipulate, get more from less, people are just resources kind of management.

Not that at all.

But the sort of management where managers remove systemic problems and bottlenecks, where they create amazing space for people to do what they're good at, where they talk about performance, give feedback and help people excel in their careers whilst balancing all of this with achieving business results. That kind of management.

CULTIVATED MANAGEMENT - SERVICES

That's the sort of management that businesses need – these managers get more done, they have people working with their strengths and they have higher levels of employee engagement. They take care of succession planning, bring people through their careers and encourage localised decision making.

THIS KIND OF MANAGEMENT ALSO GETS EMPLOYEE ENGAGEMENT FOR FREE!!

I call this Cultivated Management.

SERVICES AT A GLANCE

CULTIVATED COMMUNICATION

Build effective teams by understanding our natural communication styles at work - and then learn how to overcome our weaknesses. After all – I believe a good 99% of all problems in the workplace are communication problems. *Training and Mentoring only*

RELEASING AGILITY

Release agility by painting a clear picture of the future, overcoming problems, building the right team, defining career progressions and iterating furiously around what works. No certifications or agile methodologies needed here. *Consulting only*

CULTIVATED MANAGEMENT 21

21 ways to become a better manager - from One to Ones to building relationships at the boundaries of your work. *Training program*

CULTIVATED HIRING AND ONBOARDING

Consultancy around attracting, hiring and retaining the best people. To be successful you need the right people in the right place, at the right time. *Consulting only*

CULTIVATED CONSULTANCY

I offer myself and my experience to help you accelerate your business towards your goals. This consultancy spans many areas of building high performing teams. *Consulting only*

CULTIVATED TALKS

An inspiring talk and Q&A session where I leave your team motivated and inspired to make the most of their opportunities at your organisation. *Talk*

PRICING

TRAINING AND WORKSHOPS

All training and workshop days are priced at £2500 for the whole day + travel/accommodation expenses.

Most training days have a limit of 30 people to ensure effective learning.

INSPIRING TALKS WITH Q&A

The talk and Q&A combined are priced at £1500 for the talk and session (typically 4 hours) + travel/accommodation expenses.

No limit to attendees.

CULTIVATED CONSULTING

Consultancy delivered as bespoke work packages. Typically, no less than 5 days. Typically, no more than 6 months. Prices on request - and always based on a day rate.

CULTIVATED COMMUNICATION

ALMOST EVERY PROBLEM IN BUSINESS COULD BE SOLVED IF PEOPLE JUST KNEW HOW TO COMMUNICATE WITH EACH OTHER

This all-day training program is designed to get people thinking about their own preferences for communication and whether this is holding them back.

We start the day by reviewing our own DISC profiles (pre-requisite) where we'll uncover our preferred behaviours and communication styles. This part of the day is always a great laugh, as we explore the realities of working with people who are different to us.

The awareness that comes from this section of the day alone is incredibly valuable. It's the foundations that we build on during the day as we cover our strengths and weaknesses - and more importantly - we respect and appreciate other people's communication styles.

After this section we'll dive in to some underlying science of communication (nothing too heavy), before covering non-verbal communication. I call non-verbal communication a SUPERPOWER in the world of business.

We'll then go through scenarios such as meetings, interviews, presentations, writing and more, weaving in what we've learned earlier in the day - all based around our natural preferences.

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

RELEASING AGILITY

AGILITY MUST BE RELEASED. THE MORE YOU RELEASE - THE MORE POTENTIAL YOU'LL UNCOVER.

Low "churn rate" of good employees, low recruitment costs, high engagement levels, raving fans, consistent and predictable delivery of work and a fun & vibrant work place - just some of the ways you can measure how well you are "Releasing Agility".

As you release agility you will get better at delivering as you remove friction and problems from your journey towards your goals and objectives.

Most companies throw away management when they go "agile" and assume the team will self-organise. It doesn't work that way for most companies. Management is not the problem, it is the people in the management role that is the problem.

I can help you and your organisation achieve positive results and release agility without a single Agile Framework or Engagement "Initiative" – just amazing communication and superb management.

I have a method that starts with knowing what you want (and that is not "to be agile"), then defining the reasons why you're not there yet, building a solid team, instilling positive behaviours (after all - the culture of your organisation is nothing more than group habit - what people do every day) and then iterating furiously around what works.

This is only available as Consultancy. Short term or long term.

CULTIVATED MANAGEMENT – 21

21 IDEAS FOR BETTER MANAGEMENT

In this all-day training session, we cover 21 ways to be a better manager.

It's hard work, hands on, deeply thought provoking and action orientated.

Your managers (or want-to-be managers) will come away with 21 ways to be a better manager. It's then over to them to put what they learn in to action every single day.

All day training day.

CULTIVATED HIRING AND ONBOARDING

ATTRACTING TALENT, HIRING TALENT AND KEEPING TALENT IS THE JOB OF MANAGEMENT

A friend of mine recently joined a new company and immediately knew he shouldn't have. The hiring process was awful, the contract was wrong, the first day was a disaster. He said to me "What have I done?".

It reminded me of a time I joined a new company and quit after just 8 days. Or when I joined a company and didn't have a laptop for 4 days. Or when I went for an interview and was told there were no "right or wrong answers" but I didn't get the job. Or the time I got asked "Do you have any physical difficulties" (You can't ask that question).

You get the point. Not every company (or manager) knows what they are doing when it comes to hiring and retaining staff.

The reality is that good professionals are in demand – so why do so few companies put in the effort to snaffle that talent quickly and with dignity?

It's actually not hard, but it requires focus and a commitment to caring about those you are hiring. And it's always a manager's job. In fact, it's probably one of the most important jobs a manager has to do - hire good people and then keep them.

I even wrote a book about it. You can hire me as consultant to coach and train your managers, implement a rock-solid process or even help to hire a team for you

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

CULTIVATED CONSULTANCY

I'VE BEEN A TESTER, ENGINEERING MANAGER AND VP IN HR. I WILL BE ABLE TO HELP YOU BUILD SOLID TEAMS.

Expertise – It could be that you don't quite have the expertise yet or you need someone to help spot problems that are holding you back. I have a wealth of experience in building highly productive agile teams in both Technology and HR.

Delivery– Maybe you just need someone to come in and support, nurture, mentor and grow your team – or simply help your team out in times of need. I can help manage, coach, teach or release agility.

Catalyst – I can act as a catalyst for change – this is one of my specialisms and I know how hard it can be to inspire and lead teams through dramatic change. The key is an inspirational vision that is clear, compelling and believable – I can help you craft that, articulate it and communicate it.

Objectivity – Or it could be you need some objectivity – someone to bounce ideas off. Someone to do an audit, assess your plans or help you build a strategy that makes sense.

Teaching and Learning – One aspect of consultancy I really enjoy is teaching and learning. Maybe your teams don't have the right skills and need some in-person, on the job training (the best form of training). Although I have many training courses, sometimes you and your team may need some on-going training and teaching.

Hiring and Firing people is hard work and it requires an approach that I can help you with. Building and forming teams takes good communication skills, empathy, respect and the ability to truly understand problems. This has been my bread and butter trade for 9+ years. It also requires an awareness and collaboration with HR – this was my life for 2 years in a fast-growing tech company.

CULTIVATED TALKS

AN INSPIRING TALK CAN MAKE ALL THE DIFFERENCE TO YOUR TEAM'S MORALE. I ALWAYS AIM TO IMPRESS, INSPIRE AND HAVE FUN.

As well as the following staple talks, I can also deliver a bespoke talk for your company. In order for it to be outstanding, I do require some notice to duly put in the right level of effort.

10 BEHAVIOURS OF EFFECTIVE EMPLOYEES

My signature talk - the 10 Behaviours of Effective Employees is a fun and fast paced talk that will inspire you and your team/audience to get out there and become effective.

HOW TO THRIVE IN YOUR CAREER

10 ways to thrive in your career. An inspiring talk which outlines 10 ways to take control of your career and put it to work for you. Great for teams who need a renewed sense of enthusiasm for what you're doing.

RELEASING AGILITY

My staple Keynote for inspiring Development teams to move to regular releases and how to do it --> by ensuring you have the right cultural foundations in place.

GENERAL INQUIRIES AND QUESTIONS

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