



# About

My name is Rob Lambert and I help organisations release agility and set high standards in their teams.

I started my career in tech before moving to management - realising I was quite good at working with people and getting the best out of them.

After a long career in Tech Management I jumped sideways to HR - seamless as you can imagine.

I now spend my time helping companies release agility through effective management and high value HR initiatives.



 Each week I deliver a new video to YouTube - <https://bit.ly/2MCey7X>

 You can find me on LinkedIn - <https://www.linkedin.com/in/robertlambert/>

My website has lots of resources including books I've written and a recommended reading list for managers - <https://cultivatedmanagement.com/>

# Services at a glance

**Management Coaching and Training**

**Communication Skills and Presentation Training**

**Releasing Agility and Process Improvement**

**Recruitment, Onboarding and Retention**

**Behaviours and Culture**

# Simple Services

My Services are simple to understand and effective, but it's unlikely an off-the-shelf solution will work for your organization.

As such I outline the basic services in this brochure, but it's likely a combination or mash-up of services is needed to help you address your challenges.

As such the pricing model is very simple and I'm incredibly flexible to ensure you get what you need and are happy with my services.

Prices upon asking.

Most programs are a combination of my main services: Consulting, Training, Coaching, Mentoring, Speaking and Seminars.

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

Each program will be specific to your needs and can be tailored to your budget.

# Management Coaching and Training

Training and Coaching tailored around how to be an effective manager.

The Cultivated Management approach is split between three distinct areas:

- Time spent managing the process, flow, environment and removing blockers to productivity.
- Time spent working with people. Giving feedback, discussing performance and active coaching.
- Time spent setting a painted picture for the future, aligning goals, building peer relationships, admin and self improvement.

This is my core offering and the most popular by far.

This program of work is all about working on those management basics. The foundations that great management and leadership are built on.

This program is all about outlining the role of management, training on the basics and prioritising time effectively.

Offered as a workshop – For more details on the content - <https://cultivatedmanagement.com/cultivated-manager-workshop/>

Offered as on-going coaching and consulting. The training day acts as a primer – the coaching turns the primer in to behaviours.

# Communication Workshops

I often joke that 99% of problems in business are communication related - I'm likely not far from the truth.

Many companies look for off-the-shelf frameworks, tools and consultants to solve surface level problems; when the reality is underneath those problems are communication breakdowns.

I've spent 20+ years studying communication - and I know for sure that if we track communication challenges - we will find the lever to pull to improve.

This may be setting clearer visions and goals, having tough conversations, alignment around ideas, better breaking down of work, closer co-ordination between teams or stronger communication in uncertain times - they are all opportunities to communicate and get it right.

And when we improve our ability to communicate as individuals - we improve our ability to communicate as a team.

With better communication comes fewer problems to solve, less time wasted due to confusion and fewer potential conflicts.

Offered as a workshop – For more details on the content - <https://cultivatedmanagement.com/superpower/>

Offered as a half day DISC workshop aimed at understanding your team

# Releasing Agility

Program tailored around how to move smoothly and quickly towards your goals.

Agile is a buzzword now-a-days with new agile frameworks seemingly available every week.

You don't need off-the-shelf solutions to release agility. You need effective managers who are studying the business and pulling levers of change.

There is no one-size fits all. Instead, there is simply deeply studying your problems and then solving them. And no other company has the same problems and opportunities that you do.

The five-stage thinking process for releasing agility goes like this:

- **Paint a compelling and interesting picture** of the future. Why are we doing what we do?
- **Study the obstacles** that stand between where you are now and this bright future. After all, if this bright future is so compelling, why are we not already there yet?
- **Build the team to get it done.** You should be able to look around your team and say with complete honesty that "This is the team to get it done". If it's not - what can we do about that?
- **Build behaviours**, habits and routines that lead to high standards, fast delivery and safe environments for people to do their best work.
- **Learn** as much as possible about the business, the process and ourselves. Then get better.

Offered as an Agility Fundamentals half-day workshop and an on-going longer-term consultancy piece.

To find out more - <https://cultivatedmanagement.com/releasing-agility/>

# Recruitment and Onboarding

Recruitment is the most strategic thing a manager can do.

By hiring the right people at the start you can maintain high standards of behaviour, enhance the team's capability and ensure you spend your time building on the team's capabilities rather than putting out fires or dealing with low performance.

Recruiting is hard work. It takes time and energy to get it right. But when you have it working, your life as a manager becomes much easier.

Hiring doesn't just end when you make a job offer. It continues for the next 6 months, maybe more, as that new starter comes onboard.

The induction process is a key moment for a new starter with your company. Get this wrong and engagement in the company can drop, productivity can take months to come to fruition and costs can spiral.

Recruitment is always about solving problems, not just meeting budgets or filling seats. New hires should enhance your business. Hire carefully.

Offered as consultancy – short and long term – please chat with me to fine tune this offering.

To find out more - <https://cultivatedmanagement.com/cultivated-recruitment-workshop/>

# Behavioural Assessments

The sum of the behaviours in your company are the culture of your company.

If you wish to change the culture of your company - you change behaviours.

Behaviours are:

- What people do
- What people say
- Their non-verbal communication
- Their work and output

With behaviours you can:

- Describe them and communicate about them
- Observe them and study them
- Talk to people about them
- Nudge them in the right direction through feedback
- Hire and retain based on them
- Role model them

This program is all about creating behaviour matrices, observing existing behaviours and supporting your managers as they move to managing based on behaviours.

Offered as a half-day working session with your team, plus half-day write up and behaviour matrix

Option for potential on-going consultancy.

To find out more - <https://cultivatedmanagement.com/wp-content/uploads/2020/02/Cultivated-Behavioural-Assessment.pdf>

# Talks and Keynotes

Inspiring talks and keynotes to motivate, energise and educate your team.

I started speaking on the conference circuit in 2008 and have honed my talks through regular Keynotes at conferences around the world.

I often get invited into companies to deliver a Keynote and Q&A day – especially powerful during times of change.

I don't write new Keynotes often as they take a long time to write, practice and fine tune – I always demand my talks are top quality.

I have standard talks that are flexible to alter to meet your needs and goals.

The 10 Behaviours of Effective Employees is a wonderful talk to deliver. I spent a long time defining the behaviours and made the talk fun, easy to digest and interactive in places.

How to Thrive in your Career is a staple talk where I share 10 ways in which we can all make the most of our careers, whilst balancing our tensions in life at the same time.

Keynotes last 1 hour (or less) – this includes the talk and immediate Q&A.

I typically then spend the rest of the day with your team fielding any questions or chatting about anything I can help them with.

To find out more - <https://cultivatedmanagement.com/work-with-me/>

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