



Entertaining
Enlightening
Educating

Welcome

“The 60 minutes
went by in a
flash.
Funny, enigmatic
intelligent
and heartfelt.”

Jamie McCall,
Senior Marketing Director, NIKE

Think back to when you were five years of age and your teacher handed you a reading book that you had read the year before.

How did it make you feel? Well, as an ex-primary school teacher I'll tell you how it made the children feel the first time I made this mistake - furious, absolutely furious.

Of course at five years of age we want nothing more than to be moved up a reading level. We want nothing more than for all of our class mates to see, hear and to acknowledge that we've been moved up a reading level. And of course the thing we want more than that is to be able to go home and tell our parents that we have been moved up a reading level. Another thing that always amazed me as a primary school teacher was when all the pupils were doing their work and I was doing mine, all of a sudden a queue of pupils forms at my table, books open, smiling and proudly telling me they've finished and asking the question... what's next?

Throughout nursery and primary school, children always have an absolute need, want and desire to learn, to prove themselves and to embrace the next challenge. They're ready and often encouraged to take on the world, to be the best they can be, to dream and to think big. Often they are told "you can be whatever you want to be in life." They have an extraordinary desire to succeed.

Then they grow up...

I believe in growing up we lose something special. Very special. I'm going to refer to it as 'that wee piece of magic'. It's a natural thing that we're all born with. I see it in my own kids every day. They wake up every day excited, smiling and raring to go. It's both wonderful and extraordinary.

Imagine what would happen if every single person in your organisation woke up each day with the same fire in their belly that they had when they were five. What would they actually be capable of?

It's frightening...

Gavin Oattes,
Managing Director



About us...

Since 2009 we have been determined to **reinvigorate the industry of learning**, to build a business that would challenge the views of traditional motivational speaking and training. Our plan is to bring about an entertaining, enlightening and educational revolution.

At TOK we passionately believe in the tangible benefits that first class motivational speaking, team building and leadership workshops can bring. We believe that businesses prosper when their people are happy, engaged and motivated. We believe that people are more likely to fulfil their dreams when feeling confident and empowered. Through humour, encouragement and inspiration we can improve the present and help shape a better future for all.

Tree of Knowledge has partners with organisations all over the world that are hungry for success and happiness. Our style is thought provoking and passionate. But most importantly, we make a difference.

"TOK could not come highly recommended enough from the planning to delivery through to review of the programme's success we have been delighted with their client centric approach and of course it has been great fun!!"

*Christopher Hogsden,
Learning and Development Officer,
Blackwood Housing Association*

**OUR VISION IS SIMPLE...
INSPIRE
THE WORLD**

Our Values



Learning

To always...

explore new ideas and possibilities. To continuously challenge the way people think, based on cutting edge science and psychology.



Innovation

To always...

find new ways of doing something. To be fresh. The goal of innovation is positive change, to make someone or something better.



Fun

To always...

use our time in a refreshing, enjoyable, relaxed and happy way. Fun ultimately contributes to our quality of life, health, wellness and happiness.



Excellence

To always...

be excelling and going above and beyond our customers' expectations. A continuous goal to which we will always strive for.



Passion

To always...

have a strong positive affinity for what we do. Getting stuck in, care greatly and making things happen.

“ One of the best days I have ever had and definitely the best conference. ”
HANOVER Scotland



Our Speakers

Speaker, comedian, writer, teacher, published author and lover of all things glam rock. My ambition in life has always been to get up on stage, inspire, motivate, make people laugh and challenge them to think about life in the most weird and wonderful way.

Why do you love what you do?

Every day with Tree of Knowledge, no matter where I'm working I find myself in a situation where I can make a positive difference.

Tell us more...

There are people out there who don't like their jobs. Imagine that! Every day waking up dreading the day ahead. Well, it's not on. Get out of bed, put a smile on your face and go kick some ass. You never know, you might just love it.

Favourite quote?

"Those who don't believe in magic will never find it." Roald Dahl

Final thought?

Always rock the boat and always say boo to a goose.

“ Motivational, humorous, provoking and entirely engaging. Gavin's use of humour littered with his life experiences brought our annual conference to life and left our staff wanting to be Mary Poppins. ”
Dusty Millar, Head of Organisational Development, Lincolnshire Community Health Services NHS Trust

“ Gav's like a carnival! Highs, lows, bumper cars and candy floss. All done in his unique style as one of life's true gents. Don't miss out, meet him!! ”
Gayle Shepherd, Director of People and Technology, SEC

Gavin Oattes



Gavin's Specialities

Conferences, Hosting, Keynotes, Workshops, Consultation and Facilitation



Excited to introduce Gavin's first book...

Gavin's first ever book will be released March 2018. Set to be available in all good bookshops, **SHINE** is the literary equivalent of 'ctrl/alt/delete'. All you have to do is read the book, keep an open mind, and apply the learning. Then, as if by magic, you will re-boot with new mental software installed, upgrading you to 'best possible self'. It's a very simple process that also happens to be not very easy. Because, of course, if being your best self was easy, everybody would be doing it. The average lifespan is 4000 weeks. It's a short and precious gift that's hurtling by in a blur. If you want to make a dent in the universe, and turn your life around, it's time to wake up. We figure that if you're going to rise, you may as well shine. Bright.

“ I invited Gavin down to London to talk to our leadership team and share his experiences with us. The 60mins went by in a flash. Funny, enigmatic, intelligent and heartfelt. From the moment he said his first “wee” he had senior members of my team thinking genuinely about how they could put his words of advice into practice the second they stepped out the auditorium. Even today, a few months since his visit, his quotes are still shared and points he made brought up in meetings. This guy is on a mission to bring people together and in doing so make them better. Not better in the sense of more productive or organised, better in the sense of more considerate, balanced and above all happy. ”
Jamie McCall, Senior Marketing Director, NIKE.

“ Gavin was interesting, entertaining and thought provoking. He kept the audience engaged throughout and I know that just about everyone brought new attitudes, ideas or approaches back into the workplace. I would have no hesitation in recommending TOK to anyone who is thinking of using them. ”
Martin Wright, Group HR Manager, Arena Group

Alice Beveridge

Psychologist, teacher, speaker, trampolinist and keeper of chickens. I have a true passion for helping people to realise that they are the ones in control of their happiness in both their personal and professional lives, and helping them find whatever it is that makes them flourish.



Alice is one of only a handful of people around the world who has successfully achieved her Master of Science in Applied Positive Psychology from the University of East London.

Why do you love what you do?

I love having the opportunity to work with a wide range of people and help them to recognise how much control they have over their lives.

Tell us more...

By introducing people to a range of positive psychology theories and interventions I get to help people empower themselves to chase the future they want. Who could ask for a more fulfilling and enjoyable job?!

Favourite quote?

"Triangle sandwiches taste better than square ones."

Final thought?

Change is inevitable. The direction is controllable. Starting is the hardest step.

“ The Association had its strategic planning event with Staff and Committee members and Alice put just the right spin on the day. She had us laughing with her (and at ourselves) and with what seemed like no effort at all, managed to get us through a really heavy agenda.
Anne Fitzsimmons, Corporate Services Director,
Tollcross Housing Association ”



Alice's Specialities

Leadership, Engagement and Development Programs, Workshops, Consultation, Facilitation and Positive Psychology Coaching

“ Alice was amazing! She is a talented and charismatic speaker, and offered exactly the energy we were looking for to start the day. Thank you so much for helping to make such a difference to our event.
Rebekah Goddard, Senior People & Learning Manager,
British Red Cross ”

“ Alice's session was a HUGE hit. Everyone who submitted a feedback form (around 145 forms) said that her session was the best part of the day and from start to finish, everyone was hooked. The whole interactive way of presenting was completely different from what had gone on earlier in the day and really just got everyone talking. That and the fact that Alice is completely engaging and funny.
Lesley Hoggan , Scottish Power ”

“ What a laugh we had this morning, Alice was brilliant! The session was everything you promised and we all left (smiling!) and feeling energised and motivated afterwards.
Stuart MacDonald FPFS,
Managing Director,
Balmoral Asset Management ”

“ The team really enjoyed the course and Alice was fantastic.
Marissa Lippiatt,
Zero Waste Scotland ”

Tony McNicoll

Specialities:

Leadership, Engagement, Psychology, Workshops, Keynotes, Facilitation and Conferences

Speaker, presenter, gymnastics coach, father of three, part-time strongman and full-time ukulele owner, Tony is also a font of useful information on almost any near-useless subject. Tony is fascinated by everything that makes the world work and by anything about how people enjoy their world. During his career working in the private and charity sectors, Tony has found how perception of circumstances is key to unlocking amazing reserves of resilience and persistence in himself, colleagues and clients. Tony has found greatest happiness when helping individuals and groups work positively towards landmark achievements in their lives.

“ The training was well delivered, compelling and considered the needs of the organisation. Tony’s interactive approach encouraged staff to recognise their own levels of engagement, inspired new behaviours and provided a range of strategies to complement current working practice. ”
Lee Currie, HR Business Partner, Scottish Prison Service

Why do you love what you do?

Who wouldn't love getting the chance every day to see people start the journey to making a real positive difference in their work and life?

Tell us more...

Our minds have huge potential to focus and create - just not always on what we want! I have the amazing opportunity to help people take time to consider how they think and act then get back and smash their goals.

Favourite quote?

“I'm taking care of my procrastination issues, just you wait and see...”
Unknown

Final thought?

Making a difference isn't complicated, it's simple. Sticking to your plan isn't easy, it's difficult. It's as simple and as difficult as deciding to act, taking the first step, then the next then the next...



Stuart Fenwick

Specialities:

Engagement, Teamwork, Workshops, Keynotes, Facilitation and Conferences

With a lot of experience in sport and physical activity, Stuart encourages an internal competition to inspire people to constantly better themselves. An expert in all things fun, Stuart believes that energy and enthusiasm are natural human habits that we need to re-engage with. It is of great personal reward to Stuart that he gets to try and encourage this each and every day.

“ Stuart completely energised our quarterly strategy day. His session was extremely thought provoking and everyone took away some very useful tools. They also felt FANTASTIC! ”
Fraser Crerar, Head of HR
Aberdeen International Airport

Why do you love what you do?

To give people the opportunity to shape and influence their own lives, whilst keeping in touch with their personal values

Tell us more...

Ask yourself what you want to do. Then ask yourself what you really want to do. Having asked myself the same thing, the opportunity to try and answer that question for some people is incredibly rewarding; dare I say a dream come true?

Favourite quote?

“Keep your chin up, someday there will be happiness again. You'll see.” Robin Hood (The Disney fox version)

Final thought?

How good is the feeling of a fresh pair of socks?
Seriously.



Conferences

- Keynotes and Hosting

Not one of our speakers has won a medal in the Olympics. Not one has climbed a mountain and no one in our company has had to overcome any major adversity in life but they are some of the most natural, gifted and entertaining speakers around. Our unique team of speakers will take your audience on the most wonderful journey of laughter and learning while engaging, challenging and inspiring them from beginning to end. Drawing from real life experiences our speakers create presentations that everyone can relate to. From warm-up sessions to mini workshops and keynote speeches to hosting our 'Entertaining, Enlightening and Educating' approach provides a fantastic experience that is memorable and one which delivers sustainable learning outcomes. We are proud of the fact that organisations all over the world use TOK services year after year and continue to offer first class feedback.

“ TOK have facilitated and managed nine of Hanover's annual staff conferences over three separate years. Importantly, they have helped us to modernise our conference programmes. They are invigorating, highly motivational and very, very funny. Their work is based on positive psychology, however they strip this down into a simple wrapper – child's play – which our staff love! Who would think of making a sofa out of balloons? Or figuring out how you get a giraffe into a fridge? An approach which is refreshingly different, practical and very entertaining – giving us laughter from the conference room that's heard all the way down the corridor. Their programme is crammed

full of practical exercises which fully engage staff from morning to close of play. It contains key elements which help individual staff, teams and leaders to aspire to improve their performance – in fact aspire to excel in performance. Staff discover their strengths and learn more about themselves which assists them in the workplace and at home.

They have helped me give our staff something that's just a bit special.

TOK now leave us one big challenge - how to exceed our very high 99% staff satisfaction levels!

Highly recommended.

Helen Murdoch, Chief Executive, HANOVER Scotland ”

“ Over a two year period Tree of Knowledge delivered numerous presentations to our managers. TOK's style of presentation is both engaging and incredibly entertaining. They have had a real impact on staff morale and feedback is always overwhelmingly positive. I strongly recommend Tree of Knowledge to other organisations.

Colin Edgar, Head of Communication and Service Development, Glasgow City Council ”

People love to hear real people talk about real life and we all know that the speaker you choose for your event can make the difference between a good event and a great event.

World-class conference keynote speakers are very rare. Awful keynote speakers are unfortunately very common and dreaded by conference participants everywhere.

A great keynote speaker can entertain, enlighten and educate. They create a buzz, bring hope and can boost conference morale.

At TOK our speakers grab onto the opportunity to take their audience on an intellectual and emotional journey, propelling them to a new place, position, or outlook. People only take action because of other people, and a keynote speaker has the opportunity to do exactly that. Our speakers know exactly how to make the most of this situation.

You may not remember everything our speakers say but you'll remember exactly how they made you feel.

“ We have used Tree of Knowledge at our employee conferences for the last 2 years and they have proven to be a big hit with our workforce. First and foremost, they have boundless energy and enthusiasm which cannot fail to motivate and inspire and they instil a fun element into the event which has definitely been carried back to our workplace. Thank you so much for helping us on our journey of change.

Laura Gibson, Executive Assistant, Castle Precision Engineering ”



TOK Workshops



Truly joyous!
Julie Rogers, Director
of Workforce & OD,
NHS Wales



It's no secret that a fun, motivated, collaborative and **stress free workforce is good for the bottom line** and that's why we work with businesses to help them get the best out of their people.

From motivational seminars and team building exercises to leadership training and stress management courses, we provide a whole range of unique and dynamic services that help employees reach their full potential and have much more fun at work.

Over the years we have realised that many organisations face similar challenges and for this reason we have developed an exciting workshop menu. However, we understand that no two organisations are exactly the same, so for this reason the Tree of Knowledge team is always ready to design a workshop that meets your specific requirements and outcomes.

Tree of Knowledge delivers all presentations in a highly motivating and entertaining way. We use the vehicle of fun and laughter (backed up with science from experts in their field) and find that delegates are very receptive to this different style of presenting. This unique delivery style pleasantly surprises our delegates as people often approach these sessions with pre-conceived ideas from other courses they have previously participated in. This allows our clients expectations and objectives to be met and often surpassed.



Thank you for
opening my eyes
to what I should be
like at my work

Fife Council
Housing Services



Really inspiring session!
I chuckled all the way
through! Very different to
the 'norm' and challenging
to the way we do things.

Aberdeen City Council



"People often say that motivation doesn't last. Well, neither does bathing. That's why we recommend it daily." - Zig Ziglar



Fun, motivational and productive, the best money we've spent on training. Life is too short not to attend one of these.

Iain Hutchison, Drilling Manager,
Merlin ERD



Fun @ Work

WHAT OUR SPEAKERS SAY...

Delivering this workshop is awesome. It's fun, interactive and delegates get the chance to relax and have a laugh with their colleagues. You also get to see them have a moment, a shift, where they suddenly realise what is actually important.

SYNOPSIS

Fun at work is about more than having a jolly with your colleagues. It is also about psychological health and wellbeing. Delegates will be introduced to the theory of Flow, and develop an understanding of how their responses to stress, apathy and boredom impact them, their colleagues and the business as a whole. Delegates will leave feeling empowered to create a positive and creative working culture.

Learning Outcomes

- Understanding of a positive mindset and its benefits
- Build confidence and self-belief
- Identify and cope with different types of stresses
- Recognition of your own responsibility and impact on work environment
- Explore the importance of work environments that promote a positive and fun ethos while producing great results
- The benefits of fun and laughter in the workplace

Let it GO

“Tree of Knowledge always deliver very engaging, fun and inspirational sessions which provide excellent learning and food for thought for everyone! Truly professional, energising and incredibly motivating!”

Sue Sloan, Organisational Development, NHS Lothian

WHAT OUR SPEAKERS SAY...

Delegates get to meet their inner chimp during this workshop. It is hilarious finding out all the little things that wind them up, but even more amazing than that is finding out what individuals truly value.

SYNOPSIS

Our brains are busy places full of stuff. Some of it matters, some of it doesn't. Some of it winds us up, some of it takes up all our mental space. This course helps delegates to identify the important from the unimportant, and shows them how to regulate their emotions to help them focus on the important stuff. Emotional intelligence is a fundamental skill for all employees in all businesses. It is what sets star performers apart from the rest of the pack.

If we aren't contributing to the emotional, physical and psychological health and wellbeing of our team we are unlikely to achieve transformation.

Learning Outcomes

- ✦ An understanding of the importance of self-awareness in personal and professional life
- ✦ Having knowledge and understanding of values and the impact that they have on all aspects of your working life
- ✦ Identifying ways of aligning meaning and purpose with that of the organisations
- ✦ An understanding of the power of acceptance and letting things go
- ✦ Increased ability to draw upon resilience needed in work and life

Creating High Performing Teams

SYNOPSIS

Simply put, high performing teams just click. This doesn't mean that they're always the best of friends but they are all focused on achieving their collective goal. It's a dynamic balance, an art that once achieved provides the rocket fuel for people to not just enjoy what they do, but to be world class at it. In this course we draw from researchers who have studied some of the worlds most successful teams such as the New Zealand All Blacks, Pixar and even the SAS. We'll also discuss the need for a clear ambition, daily focus and high expectations where delegates will get the opportunity to apply this to their own organisation. Running throughout this workshop we also give delegates the opportunity to get the "social glue" flowing through engaging challenges, helping bind teams together.

WHAT OUR SPEAKERS SAY...

Watching delegates define what makes a high performing team and then rate themselves based on their own criteria is eye-opening. Then through a range of seemingly random challenges they get to uncover how good they really are and recognise how awesome they have the potential to be!

Learning Outcomes

- ✦ Understanding of the role that incredible ambition, clear focus and high expectations play in creating high performing teams
- ✦ Understand why some teams continue to be the best at what they do
- ✦ Understand the importance of being both focused on the job in hand whilst building the "social glue" of the team

“Gavin was fantastic he created such energy in the room, which was a challenge with people who arrived in various states of positivity! By the end of the day he had people fully engaged and buzzing. People are still quoting from the day 8 months on. Maureen Middleton, Director of Housing Services, Link Housing Association Ltd”

HOW TO BE HAPPY...

Decide every morning that you are in a good mood

Engage for Excellence

SYNOPSIS

Why do you do what you do? Love? Passion? To make a difference? Pay the bills? Understanding what motivates you and your team is key to driving forward a successful business. Drawing on the most current Positive Psychology theory we look at the impact of Positive Emotions, Engagement, Relationships, Meaning and Accomplishment on performance. It poses the question of how we actually engage people. Is it through policy and strategy alone? Or is it the outcome of getting all the other stuff right?

WHAT OUR SPEAKERS SAY...

This course really gets beyond the nonsense and under the skin of the business. People quickly start to realise the effort they need to put in to get them where they want to be, and how to take their whole team with them.

Learning Outcomes

- Recognise engagement in their own organisations
- Understand what underpins engagement
- Know why it's important to know why!
- Develop a range of easily applicable strategies to develop factors that contribute to engagement

“Fantastic, the course opened my mind to the possibilities of the possible. TOK has a tremendous style that makes and puts fun and its benefits back to its rightful place at the front of your mind.
Colin Neil, Former Senior Executive, Diageo”

Communication Breakdown?

WHAT OUR SPEAKERS SAY...

Absolutely everything in business is underpinned by either great communication or poor communication. People need guidance to know where they are headed, without it they tend to just do it their own way. Understanding the basics of communication to help influence behaviour is important, but understanding WHY getting the basics right is crucial is even more important.

Learning Outcomes

- To become more persuasive when dealing with people inside and outside your organisation
- Understand how simple listening techniques can help build sustainable relationships
- Leading and influencing people, the language and techniques required
- Understand the impact of body language and tone and how to use these effectively
- Understand how you impact others and learn how to do so in the most effective and positive way
- Understand how human belief systems cause you and others to adopt certain mind-sets and behaviours in particular situations
- Learn how to maneuver your mindset and that of others towards achieving a positive result

SYNOPSIS

Communication. We all know how important it is. When we are delivering good news we all embrace it, but what about the more difficult conversations? The tricky ones, the uncomfortable ones, the downright horrible ones?

This interactive workshop has been designed to enhance your communication and behaviour influencing skills by starting with the basics. Based on the FBI's hostage negotiation tactics, delegates will be introduced to the importance of active listening, empathy, and rapport building before looking at how these are key steps to influence and change behaviour.

By employing positive coaching approaches such as Appreciative Inquiry and Solution-Focused Brief Coaching, delegates will be left feeling empowered with a range of tools to help them deal with even the most challenging of situations.

“Imagine who you could become if you got over your excuses.” Anon

Presentation Masterclass

To do:
 Stuff
 Be awesome

WHAT OUR SPEAKERS SAY...

By 4pm, the transformation in the delegates from 9am is amazing. You get to watch people come out of their shell and achieve things they never thought they were capable of. It's really informal and relaxed and I think that's why it works so well.

Learning Outcomes

- ✦ Develop your personal pathway to being a competent and engaging public speaker, in any situation
- ✦ Getting off to a good start: first impressions
- ✦ Posture, body language and movement
- ✦ Essential steps of preparation
- ✦ Learn how to be yourself when presenting and still get your message across
- ✦ Understand the importance of planning, preparation and presentation
- ✦ Understand how to use humour effectively

SYNOPSIS

TOK is renowned for its unique and exciting speakers. Confident presenting is an essential business skill. Whether you're delivering a client presentation or speaking internally, presentation skills are crucial – yet many people have a real fear of public speaking. You can feel self-conscious, often showing this in your body language or a wavering voice. Let us share our secrets and experience with you. This highly practical presentation skills training will help you develop confidence, give you some great personal tips and show you how to come across clearly and with enthusiasm.

“ The Presentation Masterclass is both useful and fun. Gavin's open and engaging style provides a fantastic template for presenters to work from - he put all of the participants at ease and gave us some excellent techniques for managing nerves and stress.
Bob Keiller,
Businessperson
and Entrepreneur ”

You Decide, We Provide

“Those who don't believe in magic will never find it.”
Roald Dahl

Over the years we have realised that many organisations face similar challenges and for this reason we have developed an exciting workshop menu.

Our dedicated Business Development Manager will work closely with you to obtain a clear understanding of your specific outcomes and objectives to ensure that the session our speaker delivers for you not only meets but exceeds your expectations.

We have a great selection of 'off the shelf' workshops covering a variety of current and relevant themes and we also have a bank of additional themes and activities that we draw from when creating and designing bespoke sessions; such as Values Creation, Customer Service, Stress Management, Time Management and Mindfulness.

In addition to this our speakers are passionate about learning and love the opportunity to research and develop new content. So, should you be looking for something really different then we're definitely up to the challenge.

“ We first saw Tree of Knowledge at a CIPD event in Manchester and knew immediately they were a company we wanted to work with. I was recently charged with running a culture change programme across our group and wanted to do something that would inspire my team in readiness and give us some fresh ideas with which to approach the session. I approached TOK about running a 'Train the Trainer' type event for my team and thankfully we managed to get something sorted, even though this is not part of their standard offering. Gavin came in and spent the day with us and it was an excellent session – we left there with an inspired and motivated team, a bucketful of ideas and the makings of what will hopefully be a brilliant session for our business! I look forward to working with TOK again in the future.

Stuart Applewhite,
Head of HR & Training, LDF ”

Leadership and Engagement Programs

Leadership and Engagement are difficult concepts to define, yet great leadership and excellent staff engagement are more critical than ever before. Developing inspiring leaders and increasing employee engagement are key to becoming high performing organisations. This requires challenging attitudes and behaviours which characterise and relate to humanity, creating opportunities for people to be left feeling inspired, empowered and ready to flourish! Our bespoke leadership and engagement programs are designed to help you do just that!

Why are our Programs so Awesome?

Designed in collaboration with you, TOK strives to create bespoke programs that perfectly fit the needs of your organisation. Based on a multitude of themes including Motivation, Change Management, Resilience, Leadership, Empowerment, Engagement, Communication and Appreciative Inquiry, we can devise a program to fit the needs of individual clients, for all levels of staff.

So what makes us awesome? These programs are highly engaging, thought provoking, sustainable, and practically applicable and unlike any other leadership program you have ever experienced!

“Tree of Knowledge were absolutely the BEST FIT to develop our team in line with our mission “To be the BEST” From the moment I met them I knew they were unique in there approach to leadership and team development They were different!!! They get us!! We love having them around SEC, there impact has gone beyond our expectations They will be with us for many years to come.
Gayle Shepherd, Director of People and Technology, SEC”

What can the Programs Include?

From motivational workshops for all, to targeted skills development, consultation, positive psychology coaching, facilitation and action learning sets, we will find the perfect combination to meet the needs of your staff!

“Blackwood worked with TOK to help us in promoting staff engagement across our business. With their enthusiasm, knowledge and fantastic workshops we have been able to greatly heighten awareness that engagement is not a one off event but something that continually requires input from everyone in the organisation. We look forward to developing this as we look to the future.
Christopher Hogsden, Learning and Development Officer, Blackwood Housing Association”

Consultation and Facilitation

We work with a wide range of organisations to help facilitate change and engagement strategies. Using a range of tools from the realm of positive psychology coaching and appreciative inquiry, we encourage delegates to explore both positive and negative aspects of events or challenges, focusing on solutions, while maintaining a calm and relaxed atmosphere.

Action Learning Sets

Working with groups of between 5-7 staff, we facilitate action learning sets designed to help staff at all levels tackle live business issues. Action Learning Sets are structured to give everyone “air time” about their individual challenges. During a participant’s “air time” other members of the set attentively listen to the participant presenting the issue and will ask questions to help them better understand and begin to resolve the issue themselves. Set meetings are not about solving a problem for someone else, but helping them resolve the issue themselves through effective questioning, reflection and if appropriate the suggestion of options. These are a great way of building relationships across teams and sharing best practice in a safe and supportive environment.

“We at British Gas feel extremely privileged to have worked with Tree of Knowledge as part of our recent Leadership development program. The learning offer the guys provide is so refreshing and the seminars and associated learning sessions vibrant, thought provoking, fun, sustainable and in my opinion ahead of the curve. Tree of Knowledge are a must for any development function looking to engage the heart and minds of its people and we look forward to continuing an extremely fruitful partnership.
Eugene Taylor, Former Learning & Talent Manager, British Gas”

1:1 Coaching

We are delighted to introduce this fresh and unique approach to professional coaching. Focusing on what has been and is working, appreciative inquiry is designed to capitalise on an individual, group, or organisation’s strengths – generating positive changes in performance, professional development, and organisational leadership. It is a way of bringing about change that shares leadership and learning, fully engaging everyone in the organisation.

During our coaching sessions, problems are acknowledged, but are used only as tools for learning. Appreciative inquiry takes the best and helps make it better by expanding people’s capacity to perform and by channeling their abilities for the greatest impact.

Our sessions are a shared experience between the coach and the client. Together, the coach and the client collaborate to build a design for the future, develop strategies, and construct supporting actions for success. By intensely listening, asking unconditionally positive questions, and offering sincere encouragement, the coach facilitates the process for the client to unearth their own answers and to take responsibility for acting on them. By increasing the client’s self-awareness, they will understand how to better employ their strengths. Appreciative inquiry is the truest form of empowerment.

Graduate and Apprenticeship Workshops

Let's Get Engaged... But We've Only Just Met!

Starting a new job can be terrifying, especially if it's your first "proper" job.

But fresh new people bring fresh new ideas so now is the perfect time to ensure you are achieving those high levels of engagement needed to get the best from your new employees in the future. With competition so high between organisations for talent, it's becoming more crucial all the time to ensure your apprentice/graduate knows not only are there great opportunities for their personal and professional development but that they are a highly valued member of your team.

Tailored to your company values and culture this fun, memorable course is designed in such a way that it can be delivered as a standalone experience or be built in to an existing graduate/apprenticeship program.

Benefits

- 🌿 Opportunity to build stronger relationships
- 🌿 Development of a positive growth mindset
- 🌿 Understanding organisations vision and values
- 🌿 Inspired, motivated and empowered employees
- 🌿 Improved productivity, morale, staff retention and quality of service

Meet the rest of the team

Call us on: **01383 621 648**



Emma Hazley

Corporate Business Development Manager
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Dougie Clark

Director



Lindsay Wrapson

Marketing Coordinator



Beth Davidson

Education Business Development Executive



Alan Burton

Director



Carly Stewart

Sales Administrator



Daryl McKinley

Speaker



Jackie MacLean

Education Business Development Executive



Ian Noble

Speaker



Colin Douglas

Speaker

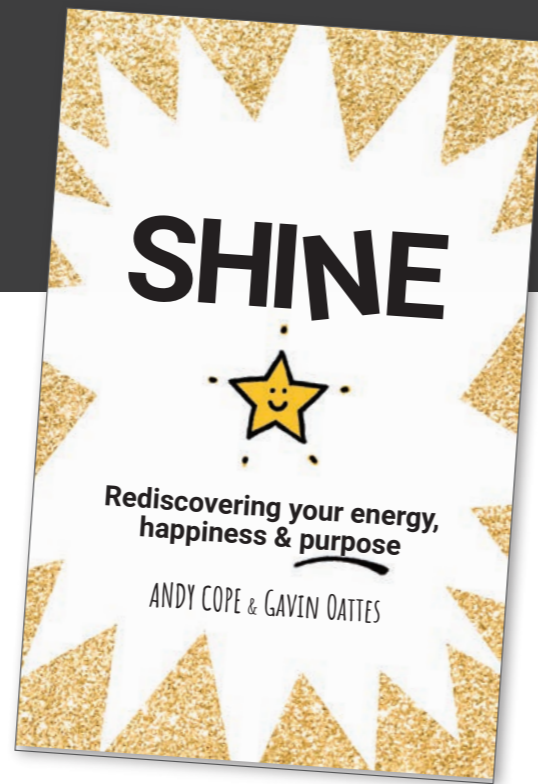
SHINE

Warning. Please read this book at your own risk.

The ideas described herein may be hazardous or even fatal to your ego. Your desire to 'look good', 'to be right' and 'to prove your self-worth' may dissolve. There will be a striking reduction in conflict in your relationships. You may put the past back in the past and start living more fully in the present.

There are also a series of side-effects. The lifting of the weight of the world from your shoulders will result in a spring in your step and, beware, when you breeze into work with a genuine smile, people will be saying nice things about you behind your back. You will feel significantly happier, with frequent outbursts of joy. In extreme cases, you may even fall 'head over heels' in love with life.

If you grasp the principles at a deep level, you will feel so amazing that the SHINE leaks out of you and 'infects' those around you.



You have been warned. You will probably never need to see a doctor again. This book will seriously change your life and the lives of those around you.

It's time to #SHINE

**Book available March 2018,
you can pre-order your copy
NOW on amazon!**

opportunityisnowhere

What do you see?...

**HERE'S TO THE CRAZY ONES.
THE MISFITS. THE REBELS. THE TROUBLEMAKERS.
THE ROUND PEGS IN THE SQUARE HOLES. THE ONES
WHO SEE THINGS DIFFERENTLY.
THEY'RE NOT FOND OF RULES. THEY HAVE NO RESPECT FOR
THE STATUS QUO. YOU CAN QUOTE THEM, DISAGREE WITH
THEM, GLORIFY OR VILIFY THEM. BUT THE ONLY THING YOU CAN'T
DO IS IGNORE THEM. BECAUSE THEY CHANGE THINGS.
THEY PUSH THE HUMAN RACE FORWARD.
AND WHILE SOME MAY SEE THEM AS THE CRAZY ONES,
WE SEE GENIUS. BECAUSE THE PEOPLE WHO ARE CRAZY
ENOUGH TO THINK THEY CAN CHANGE THE WORLD,
ARE THE ONES WHO DO.**



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