



P E A R

Working with PEAR

Psychological Education **A**nd **R**esilience

pear-uk.com



Coaching



Consulting & advice



Facilitation



Training



If you want the people in your workplace to really flourish, we can help you.

About PEAR

We want to talk to decision makers in organisations that genuinely care about the wellbeing and success of their teams.

If you are serious about retaining, developing and motivating people — and you also desire a productive, skilled and well led organisation — then we would love to have a conversation with you.

What we do

We offer coaching, training, consulting and facilitation services to produce behavioural and attitudinal change. There are five areas that we specialise in:

- ▶ leadership and management
- ▶ interpersonal skills
- ▶ communications
- ▶ wellbeing
- ▶ professional development

We are experts in people-centred learning.

How we can help

We help organisations to engage and retain employees, to develop their leaders and up-skill their managers. We increase performance and build more productive teams, leading to better results. We help HR professionals demonstrate value. Together, we measure the impact of development and your return on investment. Our work makes learning relevant and engaging, with staff wanting more.

“We have been impressed by how well the delivery met our requirements. Due to the overwhelmingly positive feedback from the delegates we are continuing to deploy the programme more widely.”

— Professional Development Manager
London Metropolitan University



The PEAR process combines psychological education with active learning methods. We believe that individuals are the experts in their own lives.

Our approach

We increase performance and build more productive teams, leading to better results.

A combination of psychological education, experiential learning, and a warm, facilitative style makes the PEAR approach distinctive. We place people in the role of experts in their work and life. Our programmes are dynamic, memorable, participant-led, and solution-focused.



Our approach to development is adult. Adults are free, they have choice and agency and they are responsible for themselves. Adults develop best when their development is self-directed, they actively participate as sources of expertise and development is tailored to individuals needs.



Our approach is experiential. We sometimes use applied theatre; we design scenes from everyday work life and we use masks in our learning approach. We run thematic games and exercises to boost creativity, increase subconscious, somatic and emotional learning and to make things enjoyable. We use skills practice, pairs exercises and facilitated discussions.



Our approach is psychologically and therapeutically informed. It is strengths-based, relational, compassionate, affirms what people already know, raises self awareness. We recognise that our minds, as well as what we do, makes us who we are.

Working with us

PEAR works in the private, public and third sectors. We have experience in national and local government, transport, healthcare, manufacturing, financial services, universities and many other areas.

Why work with us

Our work is effective. Its quality will make a difference to your organisation, leading to behavioural and attitudinal change, to better results and outcomes. Our approach to development is distinctive. It is enjoyable, motivating and memorable. The range of our services ensures that together we create the right bespoke solution for your needs.

Who we are

PEAR exists to help create more flourishing lives. To help people be the best that they can be. PEAR facilitators are skilled, adaptive and responsive. We help people to change and encourage personal responsibility. Our mission is to promote emotional and psychological wellbeing.

Who to contact

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Products and services

We design and deliver bespoke solutions for your needs.

Consulting & advice

We facilitate organisational leaders and HR professional to think more clearly. We are skilled at process consulting, working alongside clients to create solutions together. Similar to our coaching work we act as a catalyst to further the insights of our clients. We work on the psychological, relational, organisational and structural parts of change as much as the task in hand. For HR and L&D professionals we also help in your task of demonstrating value for interventions and getting buy in from your senior leaders.

Facilitation

We can help with team work interventions such as communication, listening, influencing, decision making, planning,

conflict resolution, collaboration or building shared outcomes. We facilitate workshops, away days, events, complex debriefing sessions and team building sessions.

Training

We design and deliver tailored training solutions for your needs. We focus in the five areas of leadership and management, interpersonal skills, communications, wellbeing and professional development. We offer training online or face to face, in short modules, day courses and longer programmes. We can work with individuals, small, or large groups. Here are a selection of the programmes and courses we have delivered. Please contact us to talk.

Coaching

We offer coaching in leadership, performance, work relationships and self management. Many clients find us useful when they simultaneously need to deliver on challenging objectives, lead people through change, while managing their own wellbeing. The sessions are led by the client while we provide a coaching structure and process. We work hard to listen with compassion and empathy to quickly build trust in the working relationship. When appropriate we act as a thinking partner asking challenging questions and offering insights. We make sure clients' actions are realistic and grounded and that attitudinal and behavioural change happens.





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Training courses and programmes



Leadership and management

- LM01 Reflective leadership
- LM02 Leadership development
- LM03 Aspiring managers
- LM04 Management development
- LM05 Coaching and developing others
- LM06 Building high performing teams
- LM07 Motivating your team
- LM08 Building accountability in others
- LM09 Performance and development conversations
- LM10 Managing performance
- LM11 Managing change



Professional skills

- PS01 Leading effective meetings
- PS02 Chairing meetings
- PS03 Facilitation skills
- PS04 Reflective professionals
- PS05 Time management and structuring your day
- PS06 Goal setting and prioritisation
- PS07 Commercial awareness
- PS08 Project management
- PS09 Building psychological capital



Wellbeing, resilience & stress

- WR01 Managing family and work dynamics
- WR02 Stress management
- WR03 Wellbeing
- WR04 Resilience and relationships
- WR05 Stress and resilience
- WR06 Motivating staff working from home
- WR07 Introduction to neurodiversity



Interpersonal skills

- IS01 Assertiveness
- IS02 Handling conflict
- IS03 Providing feedback
- IS04 Interpersonal communications
- IS05 Having difficult conversations



Communications

- CS01 Presentation skills
- CS02 Structuring your message
- CS03 Presenting with confidence
- CS04 Storytelling
- CS05 Business writing

“ I’m a manager with over 20 years experience and I can genuinely say that I have never attended workshops or training events that have been as effective as the ones delivered by PEAR. ”

— Operations Manager
Civil Aviation Authority

