



The Bite

Our Team

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Will it make the boat go faster?

In recent years, we have come to pin our hopes on the Olympic rowers bringing home gold medals. It is easy to overlook the fact that until the Barcelona Olympics of 1992, England hadn't won a rowing gold medal since 1912.

Ben Hunt-Davies, rowing gold-medal winner in three successive Olympics, (1992, 1996, 2000) speaks of the change in mindset to which he attributes the success. The rowing squad adopted the mantra, "Will it make the boat go faster?" asking the question in advance of making even the smallest decisions. The question informed choices about what to eat, drink, wear; how to exercise, relax, listen to music, when and for how long to sleep or watch television. In a recent speech, he explained they asked "Will lifting weights make the boat go faster? Probably. "So they did, "Will attending the Olympic opening ceremony make the boat go faster? No." So they didn't.

Members of the winning teams explain that their philosophy can be applied to business success in these terms:

- ◆ It's not just about getting it right on the day but about miniscule continuous improvements every single day
- ◆ we must accept personal responsibility for our actions and ultimately for success or failure
- ◆ We must learn from mistakes
- ◆ If we want different results – we must behave differently
- ◆ There is no substitute for having absolute clarity about your goals and plans in place to achieve them
- ◆ Always ask "Will it make the boat go faster?"

Do you and your team know your goals and are you clear about the actions that will make your boat go faster?

Congratulations to Jon Moon for winning our best 'quote' competition— a bottle of champagne and chocs are on their way to you.



Quote, unquote

Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skilful execution; it represents the wise choice of many alternatives.

Willa A Foster

I never met a chocolate I didn't like.

Deana Troi in Star Trek : Next Generation

If you have an apple and I have an apple and we exchange these apples then you and I will still each have one apple. But if you have an idea and I have an idea and we exchange these ideas, then each of us will have two ideas.

George Bernard Shaw

BITESIZE LEARNING

*"We are all of us stars, and
we deserve to twinkle"*

Marilyn Monroe

We would love to talk to you;
please contact Paul, Rob or
Shirine on the number below.

Contact us:

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BiteSize Programmes 2009

Assertiveness in Communication
Building and Leading Great Teams
Business Skills Toolbox
Coaching
Delegation
Effective Networking
Leadership Communication
Leadership Styles
Managing Change
Managing Difficult Situations
Motivation
Negotiating and Influencing
Performance Management
Presentation Skills 1 & 2
Professional Behaviour
Project Management
Recruitment Interviewing
Running Meetings
Sales Success
Stress Management
Success through Change
Time Management
Written Communication

We love designing bespoke
programmes to address any unique
needs your Company may have.

Coaching and Mentoring

A recent survey of 565 L & D professionals, published by the CIPD, showed that 69% of participating organisations provide coaching. The same study revealed that over 62% intend to offer more in the future. Other studies show that coaching is being used at all levels of organisations to improve performance. Dr John McGurk, Adviser to the CIPD explains that coaching offers additional benefits, having "great scope to improve employee engagement, empower people and boost morale in times of uncertainty."

We deliver a 90 minute coaching course to train Managers to undertake this supportive role in-house. We also provide one-to-one coaching to bring about specific behavioural change. Typically, we agree a programme of between three and six individual sessions.

Congratulations!



Many congratulations to our friend and colleague, Peter Such, who has recently been appointed Consultant Specialist Coach at the National Cricket Performance Centre. Peter is responsible for establishing the spin bowling programme for the most talented young cricketers.

We are proud to have Peter as part of our training and coaching team and wish him and the future England cricket team tremendous success.

CII Collaboration

BiteSize Learning has partnered with Face-to-Face Training at the CII to add a new range of BiteSize public sessions to their programme with the first taking place in Fenchurch Street on 27 October.

3rd November Managing Change

10th November Time Management

17th November Coaching

24th November Running Meetings

These courses are affordably priced at £130 per person. Bookings should be made by visiting the CII website or calling the CII on **020 8989 8464** and asking for Customer Service.

Free Taster Session

Throughout 2009 we have invited Learning and Development professionals to attend a free taster session to experience one of our courses being run live. Responding to the high demand we have scheduled another programme for the morning of 18 November, specially for those we were unable to offer places to in September.

We have chosen the **Managing Change** module as we believe this is relevant to all those striving to drive cultural and regulatory change in today's turbulent times.

If you would like more details and an invitation please email Susannah@bitesizelearning.co.uk or call on **0845 123 3757**.

