



The Ninja Way

Immersive Coaching Residential

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Summary

- Based on 'The Change Ninja Returns, and this time it's personal', the sequel to the award nominated 'The Change Ninja Handbook'.
- An immersive coaching residential that brings new frameworks and tools to help individuals work through emotionally charged change (work or at home).
- Creates fresh insights and clear 'what next' decisions.
- Impacts positively on overall wellbeing using a range of neuroscience and brain friendly approaches.
- Small groups to create safe space for sharing, peer support, and group work.
- Gets results fast for immediate impact
- Pre-and post1:1 and group virtual meet ups.

Cost: £1,800 per person fully inclusive (accommodation and food)

Discounts of 10-30% available (for existing clients and bulk bookings)

If you are self-funding please get in touch to discuss options.

"I went along thinking I knew what I was going to do next, but by working through the tools I quickly realised that what I thought was the answer was the worst thing I could do. The tools gave me real clarity, the data I needed to make the right decision and the confidence to put that decision into action immediately."

"Before the residential I was stuck, after I came away with clarity on what to do next and a new toolkit to help me manage uncertainty and change in the future."

What is it?

I'm sure you, like me, recognise the power of coaching for staff members for personal development, not only to enhance their performance but also for their own overall wellbeing.

We know this because many of us ourselves have been coached in our careers, and, when coached well, have experienced the positive impact it can have.

But we also know that it can be difficult to stay focused, to carry out the actions agreed in coaching sessions because we are busy, and life can get in the way. It's also sometimes difficult to fully focus on the coaching session, when other thoughts and priorities are forefront and seem more pressing, especially if those thoughts and priorities are due to things outside of work that are potentially impacting on our wellbeing and ultimately on our ability to do our job well.

It's not always obvious to offer coaching for personal challenges because we don't necessarily connect the benefits to work performance. And if we don't offer this type of coaching then it is also possible that staff will try and hide their personal circumstances when at work, even though this could impact negatively on their wellbeing and performance.

But what if this type of support was offered as a 'norm', as a way to support staff in managing their own challenges in a brain friendly way?

“Early interventions that support people who are going through challenging times can have a significant longer-term impact on them and the work they do.”

Intensive intervention, where the sole focus is working through a specific challenge over an immersive short period, away from the day to day priorities, can lead to significant breakthroughs in decision making, action planning and motivation to move forward.

Not only do participants get immediate outcomes for their current situation, but they also go away with a whole new skill set that will increase their general day to day ability to manage any difficult challenges.

“The Ninja Way offered me the chance to take time out of life's busy-ness to go deeper, to look at my personal and professional challenges and help get un-stuck.”

“I am confident in what I do and know I do a good job, but I do have self-doubt once I get into work. This residential gave me the understanding of why I sometimes lack confidence. It gave me the tools to shift and reframe my own narrative, to rewire parts of my brain, to allow me to overcome this.”

The Ninja Way

This unique immersive coaching residential guides participants in developing solutions for specific, complex or emotional challenges. It blends story telling with neuroscience and practical tools that give immediate results using the STAIR™ model.

“The tools gave me real clarity, the data I needed to make the right decision and the confidence to put that decision into action immediately.”

“The tools helped me see the wood for the trees. My commitment to action was done within a fortnight.”

“After the event I felt confident to go back into work where I made stealth like moves that have allowed me to change the status quo, to make the impact I want to make.”

- 👤 Story: real life examples
- 👤 Tool: specific change management tools that can be used to manage a range of challenges.
- 👤 Application: participants apply the tools to their own challenge
- 👤 Insight: participants share their insights and what next.
- 👤 Reflection: group reflection on what has changed.

These tools are based on a ‘real life’ scenario of dealing with a complex and unwanted life change, a change that happened to me. A change where I decided to apply all the things I teach to me and in doing so became my every own case study.

And it worked!

The STAIR™ model follows a process to enable participants to:

- 👤 Understand basic neuroscience, why we fear change and how fear manifests as physical trauma.
- 👤 Learn how to manage emotions by linking physical feelings of stress/trauma to the subconscious brain and change the narrative.
- 👤 Logically work from between a rock and a hard place.
- 👤 Explore how to see into the future to make the right decision in the present.
- 👤 Look at situations from different perspectives to gain new insights around what really matters.
- 👤 Learn how to re-tell stories to create the outcome desired.

Logistics

- 👤 One to one pre-coaching session.
- 👤 Participants matched where possible into peer groups with similar experiences.
- 👤 Psychological safe space for sharing, challenging and supporting of each other.
- 👤 Follow up group sessions (virtual) to create community, group accountability and celebration of success.
- 👤 Purposefully selected locations to enhance relaxation, creative thinking and collecting of thoughts.
- 👤 Three day off site.

“The stories shared were powerful, they let me open up about my own worries, helped me realise why I had them, and how I could get rid of them.”

“Once we got going I felt the worry disappear. I recognised I was overthinking and that I had the power to reframe my own story and get the outcome I wanted.”

Outcome

The majority of participants who attend these events have successful careers. But all of us have self-doubt, often enhanced by seeming to be surrounded by people who appear much more equipped, confident, and able than ourselves. A position often referred to as imposter syndrome. By working through the neuroscience of fear, anxiety and indecision, participants are able to understand the types of things that trigger them and the associated feelings, emotions and behaviours that follow. Participants will learn how to notice these things and how to use some practical tools to shift their thinking from the fear (away) state to the motivated and celebratory (toward) state, which in turn increases confidence, abilities, and effectiveness in managing change and uncertainty, both at work and at home.

“Before the retreat I was stuck, and I came away with clarity on what to do next and a new toolkit to help me manage uncertainty and change in the future.”

“I left feeling energised and motivated and with real clarity about what I was going to do next.”

Participants will leave with real clarity on what might previously have been seen as an impossible ask and with the tools, confidence, and motivation to enact the decision to get the right outcome for them.

The residential is a purposefully designed break away from the ‘every day’ and has been developed based on neuroscience principles for self-care, motivation, and future focus.

For participants

- An opportunity to step out of the hustle and bustle of everyday life to give you time to think, reflect and work through those ‘rock and hard’ place problems.
- An opportunity to reconnect with yourself through storytelling. To learn how to re-tell your story the way you want to tell it.
- An opportunity to share in a safe space, a space for insights and reflection, a space for laughter, a space to recharge and connect back with what matters to you.
- An opportunity to not only learn, but ‘do’, with practical tools that will give you a definite next plan of action. A plan you will be motivated and energised to enact.

“It was a safe space, with a cohort I could align with, professionals at similar points in life but all with different experiences and challenges.”

“Being with such a group helped me open up, think differently and gave me fresh insights about my own challenges as we shared stories and worked through the tools.”

Tam's supportive provocation, knowledge of how the brain works and the environment she created helped me to shift my perspective over the course of the weekend. If you want to release fears - I recommend doing it in a group setting with a guide who has been where you are and come out the other side. That's exactly what Tam's retreat is about.'