Crossing Thresholds Programme Description

The skills you learn in Crossing Thresholds are both powerful and pragmatic. You will learn how to define what you want clearly and honestly, set achievable goals that you are fully committed to, and present yourself with confidence and credibility.

Throughout Crossing Thresholds you are building a foundation that will last for years. You will build on this foundation as the course progresses, and you will have opportunities to be challenged, inspired, and stretched.

What are the benefits?

- Increased clarity of direction
- A strategic plan to help you take your career in the direction you want
- Greater confidence
- Enhanced ability to do yourself justice at interviews
- A supportive network of peers

What does the programme involve?

- Five group modules (see below for topics covered)
- Mentoring by someone in a more senior grade
- Peer Group assignments
- 'Hot Topic' learning events
- Shadowing

Programme values

Support and goodwill – wanting the best for each other

Being in the learning mode i.e. open to fresh ideas and feedback

Designed to stimulate your own ideas and encourage your own exploration

Module 1: Career goal-setting and planning
The two-day whole group module includes:

- Vision, values and goals
- Creating a viable action plan
- Getting the best from mentoring
- Meeting and working together in Peer Groups

Module 2: **Getting the balance right for you**

Day one includes:

- Mindfulness
- Looking at what you want in your life as a whole
- Getting the right work done
- Tips for saying no
- Establishing your ideal life pattern

Day two (self-directed) includes post-module assignments in Peer Groups

Module 3: **Succeeding at interviews**

Day one includes:

- Personal branding
- Interview tips
- Structuring your answers
- Informal interview with feedback on strengths and weaknesses

Day two (self-directed) includes post-module assignments in Peer Groups

Module 4: **Communicating with impact**

Day one includes:

- Presenting with credibility
- Giving difficult feedback
- Thinking on your feet
- Undermining language habits
- Real-play practice sessions

Day two (self-directed) includes
post-module assignments in Peer Groups

Module 5: **Positioning for success**

Day one includes:

- Career goal refresh
- Peer feedback
- Developing resilience
- Raising your profile
- Mentor panel: tips for going forward

Day two (self-directed) includes
post-module assignments in
Peer Groups