

THRIVE: 4-Month Positive Action Career Development Programme



All sessions are led by our industry experienced programme mentors.



Our vision: To live in a world where everyone brings their true self to work.

Skills 4 is a multiple award-winning diversity and inclusion consultancy. Established in 2006, we have unrivalled expertise in the engineering & construction sectors.

The impact our training has on delegates*:

- **93% have higher levels of confidence/self-belief.**
- **91% are more positive about progression within their organisation.**
- **75% have taken on extra responsibility within their current role.**
- **31% have taken on a new role or received a promotion within 3 months of starting the programme.**

*AtkinsRéalis client evaluation report 2023.

Est. 2006

Skills 4

The THRIVE Programme is designed to level the playing field for diverse talent and increase allyship within the organisation.

Module One: Confident Communication

(THRIVE delegates)

This initial module equips delegates with the tools and confidence to move forward, articulate ambitions and achieve more positive outcomes.

This module includes an internal guest speaker who will share their career story with delegates.

- Examine different communication styles and understand impact on image and reputation.
- Develop a broader understanding of the dynamics of diverse groups and how to champion greater inclusivity.
- Build the skills and confidence to tackle potentially difficult conversations at work.

Module Two: Authentic You (THRIVE delegates)

In this module we explore the importance of image, visibility, and effective networks on career progression. Participants will gain the skills and confidence to showcase the talent, knowledge, and achievements they have to offer their organisation, thereby giving their employers access to the widest possible talent pool.

- Use techniques to improve self-image and generate more positive beliefs and behaviours.
- Understand the importance of organisational visibility and improve networking, rapport-building, and showcasing skills.
- Understand and gain feedback on professional image presented at work.
- Leave the session with techniques to improve their professional visibility while retaining authenticity.

© Skills 4 Ltd, 2025. All rights reserved.

Module Three: Future Focussed (THRIVE delegates)

In this module, delegates analyse their current levels of commitment, capability, and confidence in achieving their career ambitions. The workshop enables participants to take stock of their career to date; assess their current strengths and skills, set clear goals and create a targeted action plan for career success.

- Consolidate tools & techniques from the training to remove blockers.
- Learn unique goal-setting methodology® to identify career goals and maximise success.
- Develop a deeper understanding of how to maintain and develop mental wellbeing and resilience.
- Enhance time-management and prioritisation skills to create time to work on career goals.
- Leave the session with a more proactive and focussed attitude to their careers; a renewed view of career options and a targeted action plan.

Module Four: Inclusion Allies (THRIVE delegates plus Inclusion Allies)

Creating inclusive, psychologically safe workplaces where we can all bring our best self to work is crucial for both business performance and employee wellbeing. This half-day workshop welcomes THRIVE delegates plus allies.

An ally can be anyone within the organisation who wants to learn how they can champion equity through being an ally to others.

- Highlight the importance and value of allyship in the workplace.
- Develop a greater understanding of stereotype threat, code-switching and microaggressions that may be affecting colleagues.
- Understand the importance of psychological safety in the workplace.
- Learn specific tools and techniques to be an effective ally.
- Engage in open dialogue and learn from each other.

Alumni Membership:

All delegates are invited to join the Skills 4 alumni group which provides a platform to network and share best practice across different organisations within the sector. We host refresher training and expert talks for our alumni members.

“What really impressed us about Skills 4 was that they had managed to identify and address real issues that employees face in the workplace and provide tools for that; but not only that, they had also addressed the fact that they needed to give guidance to companies about culture.”

Harish Bhayani,
Judge, Inspire: Diversity and Inclusion in Construction Awards.

“Excellent course! I enjoyed every minute of it. The Growth Groups have provided an afterwards platform for us to share experience and support each other in the ongoing career journey.”

Yanyan Bryan,
Associate, AtkinsRéalis

“This programme has empowered and equipped me to face my (unfounded) demons; it has allowed me to recondition beliefs and force me to have self-belief and see myself as others already (positively) perceive me.”

Mukta Hashmi
Balfour Beatty



skills4training.org



@skills-4-UK



@skills4uk



@skills4uk



Est. 2006

Skills 4