

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.

Impact of our training*:

- 100% have higher levels of confidence/self-belief.
- 96% are more positive about progression within their organisation.
- 65% have taken on extra responsibility within their current role.
- 39% have taken on a new role or received a promotion.

*Balfour Beatty client evaluation report 2021.

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: Inclusion Allies (Thrive delegates plus their ally)

Creating inclusive, psychologically safe workplaces where we can all bring our best self to work is crucial for both business performance and employee wellbeing. The initial workshop welcomes Thrive delegates and their allies to cover the importance and value of allyship in the workplace.

- Deepen your understanding of unconscious bias and its impact on our workplaces and teams.
- Develop a greater understanding of stereotype threat, code-switching and microaggressions that may be affecting colleagues.
- Learn how to foster a more inclusive culture.
- Learn specific tools and techniques to be an effective ally.
- Engage in open dialogue and learn from each other.

Module Two: Confident Communication

(Thrive delegates)

A range of tools are introduced to support attendees when faced with potentially difficult conversations at work. This module equips delegates with the tools and confidence to move forward, articulate ambitions and achieve more positive outcomes.

Each confident communication module includes an internal guest speaker who will share career story their story with delegates.

- Examine different communication styles and understand impact on image and perceptions.
- 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.
- Engage in open dialogue and learn from each other.

Module Three: Authentic You (Thrive delegates)

In this module, delegates develop a greater awareness of self-image and the impact this has on confidence and self-belief. 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 and gain feedback on professional image presented at work.
- Understand the importance of organisational visibility and improve networking, rapport-building, and showcasing skills.
- Leave the session with techniques to improve their professional visibility while retaining authenticity.

Module Four: Future Focussed (Thrive delegates)

In the final 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 consolidate tools from the first two modules to create a targeted action plan for career success.

- Consolidate tools and 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.

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, Atkins

“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



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