



HUMANISE SOLUTIONS



case study

January – March

2025

Personal Development Programme

In partnership with





Personal Action Plan

Humanise Solutions worked with The Pure Project and Trident Group to create a personal development programme to support each participant towards their own objectives. A strong focus on personal development, confidence, communication and the right preparation towards self-discovery and work place readiness.

Develop Person

We devised a 6 week, 12 -touch point strategy to create a greater self-esteem, improve mental health and self-awareness to become more confident, understanding of opportunities, subsequent career and ambitions.

Accelerate Progress

Our programme and teams approach allows the participants to progress through their current challenges in a safe environment whilst gaining continuous access to personal coaching and skill development. Establishing a coalition of positive influence and psychological safety, to enhance the potential outcomes for all. Whilst we have a formatted programme, content and elements, we enable the participants to support the decisions on topics for the day to enhance their thought process towards personal improvement and empathy for the collective group.

Improve Outcomes

“Scott was able to create a bespoke course tailored to the needs of our participants. He was able to engage learner’s from all backgrounds and levels and accommodated LD and disabilities”



WHAT WE DID

Alongside The Trident Group, Humanise Solutions designed a programme focused on supporting our participants for the purpose of increasing their confidence, communication skills and work readiness.

» Humanise Solutions Academy

From over 15 years of research, design and delivery, Humanise Solution approach each programme with a refreshing ambition of building the structure to suit the participants in aid of accelerating them towards their life goals.

Our academy holds an extensive library of learning content and certified learning modules to support the development of our participants.

In this instance, we included 9 modules to support the personal discovery, development and workplace readiness for each of our learners. This covered everything from self-awareness to communication and self-belief. Each module provided an in-person facilitation that encouraged discussions whilst alleviating any learning vulnerabilities and previously preventative barriers. With a group of learners that included many neurodiverse participants, a varied approach that encouraged participation was paramount for the success of the programme. To support those that have the ambition of improving their language skills, we incorporated reading techniques as a group which supported them hugely.

Alongside our modules, Humanise Solutions delivered various immersive learning methods during the total period of 12-day workshops to support the development of personal confidence and teamwork. Activities were self-led to team engagement whilst being coached through their own personal journeys. Born from the world of elite sport and over a decade of research, our unique methods enable each participant to evaluate their own choices, opportunities and the understanding that anything is possible.

Our team supported job searching as a group and 1-1 to ensure everyone had targeted methods and ambitions in line with their own job search journey.





» Evaluating Effectiveness

The programme presented a significant investment for The Trident Group, supported by The Pure Project which is funded by the UK Shared Prosperity Fund (UKSPF) and managed by Birmingham City Council. The methods being presented are truly unique and therefore data capture and feedback methods were introduced weekly to ensure both stakeholders and participants expectations were being met continuously.

» Proactive Change

Throughout the programme, we obtained feedback allowing the Humanise Solutions team to restructure or delve deeper into certain topics to accelerate the learners' outcomes. The positive disruptive nature of our learning activity challenged the learners to think about their personal approach towards job searching and personal well-being. This method offers both personal and professional acceleration.

» Personal Reflection for Personal Progress

To monitor the impact of our interventions, we asked the participants to complete personal action plans, SWOB (Strength, Weaknesses, Opportunities and Barriers) assessments for themselves to understand what they can affect and how. This also offered our coaches the opportunity to study their choice of language and perspective on describing themselves and their current positions.

As mentioned, our unique approach includes utilising our business and people coaches to enhance the learning curve and self-discovery of our participants dramatically. Through various methods, we can deepen key learning point objectives and establish the most effective way for each learner to improve and support one another for collective success.

» Outcomes

Each participant completed their assigned modules and attended their workshop sessions to complete our programme. In turn, they have received a Digital Badge and certificate assured by Humanise Solutions and City & Guilds.



» Feedback

9.98/10 average from all participants for the duration of our programme.

I would highly recommend Humanise Solutions. Their professionalism and commitment to getting the course up and running and tailoring it to meet the needs of our vulnerable customers was outstanding. Scott and Gabby kept us updated throughout the whole course and their communication from start to finish was excellent. We felt part of the journey with our participants and was glad to celebrate their success at the event of the course and see how their confidence and self-esteem had grown over the 6 weeks. A PLEASURE TO WORK WITH!

Humanise Solutions team were fantastic. They really helped me understand who I am again. I am so excited by what the future holds

"This is the first time I feel anything is possible. I no longer suffer from Imposter Syndrome and can achieve my dreams

My confidence is now sky high!

"I forgot what it meant to be me. I am a Mum and a Wife. Now I can also focus on Me and what I want to achieve

Thank you so much Humanise Solutions. You are fantastic teachers and have changed my life





NEED MORE INFO

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