



Dr Neil Thompson
the people professional



Author ▲ Educator ▲ Adviser

Neil has over 40 years' experience of helping people with their problems and supporting them in maximising their learning.

His work is based on the central idea that:

**Where there are PEOPLE, there will be PROBLEMS,
but there will also be POTENTIAL**

Neil's career has revolved around helping people tackle those problems and realise that potential

People ▲ Problems ▲ Potential

Turn the page to find out more about the services
Neil offers and his learning resources

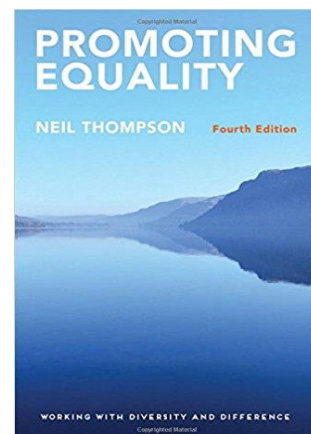
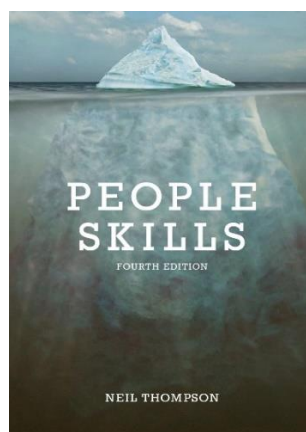
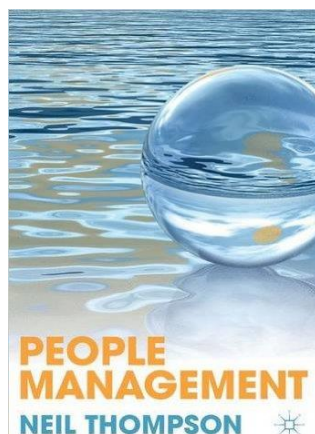
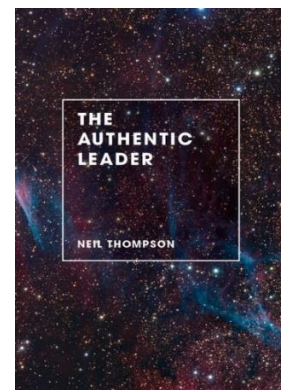
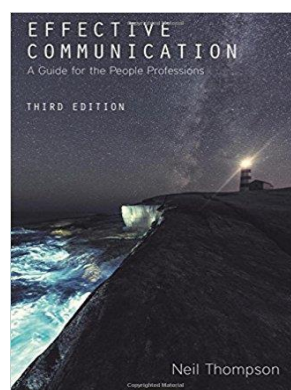
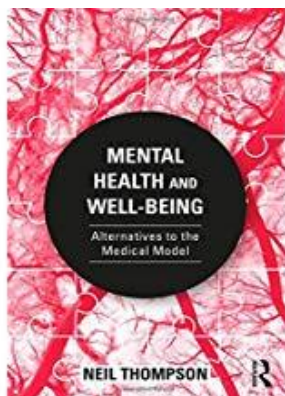
it's all about people

Neil is one of the most highly respected authors of his generation, with several of his books being bestsellers in their field and highly influential in shaping professional practice across the people professions.

His writing has been consistently praised for its clarity. Neil has the rare skill of being able to present complex ideas clearly and accessibly without oversimplifying them.

His work covers a wide range of topics, but the linking themes are:

- *Human relations* – the complex interplay of psychological, sociological and spiritual factors that shape – and are shaped by – human experience;
- *Social justice* – tackling discrimination and promoting equality are topics that feature strongly in Neil’s work;
- *Promoting well-being* – problem solving and empowerment are important areas that much of Neil’s work addresses;
- *Leadership and people management* – getting the best out of people and achieving optimal results are important challenges in today’s workplaces.



Training and conference speaking

Neil has over 30 years' experience of providing education and training services. He was elected as a Fellow of the Royal Society of Arts on the basis of his contribution to workplace learning. He is also a Fellow of the Higher Education Academy and the Chartered Institute of Personnel and Development in recognition of his standing in the field of learning and development.

His training provision is consistently praised for its effectiveness due to his ability to explain complex ideas clearly and accessibly and his skill in getting participants engaged in the learning process. His enviable ability to connect theory and practice in meaningful ways is a key part of his success.

He has extensive experience of providing training on a wide range of topics in the broad areas of:

- *Communication and interpersonal skills* – including conflict management and managing difficult situations.
- *Leadership and people management* – all aspects of helping people fulfil their potential and achieve optimal results.
- *Problem solving and empowerment* – rising to the challenges of the modern workplace.

Neil can work effectively with small groups or large, from basic grade staff to senior managers.



Neil is also a sought-after international conference speaker. He has presented in the UK, Ireland, Italy, Spain, Norway, the Czech Republic, the Netherlands, Greece, Turkey, India, Hong Kong, Canada, the United States and Australia.

Neil's passion for helping people learn has been a hallmark of his work throughout his career

Online survey services

How do managers know that their leadership and people management efforts are working, that they are making a positive difference? In very many cases, they simply do not know, they have no way of gauging how well or otherwise they are doing in terms of their people management practices.

That's where Neil's expertise and his online survey services can be of great value. Neil has developed an online Well-being survey geared towards measuring how well efforts to promote workplace well-being (and thereby get the best return on investment in terms of staffing costs) are succeeding. It comprises 100



questions, divided into ten sections, with each section covering an important area of people management.

The idea behind the philosophy of workplace well-being is that, if staff are able to feel valued, supported and safe, they will achieve more, learn more, gain greater job satisfaction. This makes it a win-win strategy: employers get the best value from their employees, while employees benefit from positive engagement with their work, greater learning and development and greater career advancement opportunities.

Neil and his colleagues are able to work with managers to administer the survey online in a totally anonymous and confidential way and provide a helpful report, with recommendations, that highlights strengths to build on and areas for development to address.

In addition to the Well-being survey, Neil is able to offer a health and safety survey to help ensure that staff are fully aware of their legal responsibilities. Neil can also work with management teams to develop bespoke surveys to address specific issues as they apply to the organisation concerned.

For more information about how online surveys can be of value to you and your organisation, visit: www.avenuesurveycentre.co.uk.

E-learning courses

For some time now Neil has been extending the reach of his education and training services by developing online learning services. This has involved the production of a growing number of e-learning courses, including:

- Learning to Learn
- Dealing with Stress
- Emotional Competence: Developing Emotional Intelligence and Resilience
- Handling Aggression
- Equality, Diversity and Inclusion
- Developing a Reflective Practice Culture
- Time and Workload Management



These courses are available on an individual purchase basis or via a licence that enables multiple places to be bought at very advantageous prices.

Neil can also offer facilities for blended learning. This involves Neil providing online learning materials and three months of online tutorial discussion, to be supplemented by in-house face-to-face learning sessions. Provision can be tailored to suit an organisation's specific

learning needs and current circumstances.

And, if none of this is what you are looking for, then Neil can work with you to develop bespoke online learning packages to cover the topics you identify as your priority.

For more information about how online learning can be of value to you and your organisation, visit: www.avenuelearningcentre.co.uk.

The Avenue Professional Development Programme

In addition to the e-learning courses, Neil has developed an innovative online learning community based on principles of self-directed learning and geared towards developing reflective practice. Silver members have access to:

- Discussion forums – this is a form of online group coaching;
- E-books to stimulate self-directed learning and help members develop their own personalised learning pathway;
- Access to a continually growing library of learning resources based mainly, but not exclusively, on Neil's work: articles, videos, podcasts, multimedia presentations and so on. These resources focus on six areas of learning and six domains of practice as follows:



Areas of learning (SILVER): **S**elf-management skills **I**nterpersonal skills
Leadership **V**alues-based practice **E**mpowerment **R**apport building and networking

Professional domains (PLACES): **P**rofessionalism **L**earning and development
Aiming higher (career development) **C**ompetent practice **E**mployee well-being **S**pirituality

- An e-portfolio where evidence of learning can be stored (for professional registration purposes, for example);
- An online reflective journal; and
- Facilities for online socialising and mutual support (both important elements of learning).

There is also a Gold membership that includes all of the above plus one-to-one mentoring. The Programme is not a course as such, but rather an online lifelong learning programme, a community of practice led and supported by a highly respected author and learning facilitator, with the learning tailored to each member's specific needs and circumstances. It is ideal for anyone who is committed to taking their learning forward. For more information, visit www.apdp.org.uk. There is also a short video at: <https://bit.ly/2Fu4Ulm>.

Who is Neil Thompson?

Neil is an award-winning author, highly experienced trainer and international conference speaker, a sought-after consultant and a developer of innovative online learning resources and online survey services. Most of all, he is an expert problem solver and hugely successful facilitator of learning and best practice.

What problems can Neil help with?

Neil's work has covered various aspects of the problems people face in the workplace and in the community. These include: stress; bullying and harassment; discrimination; conflict; poor performance; disengagement; loss, grief and trauma; and communication problems.

How can Neil help me?

Neil's books, manuals, training resources, e-learning courses, DVDs, online learning community, online learning services all offer excellent value. In addition, he is able to offer: training; conference speaking; consultancy; mediation, conflict management and team development; and coaching and mentoring.

Why should I make contact?

Neil offers a free and friendly, no obligation initial consultation, so you have nothing to lose and potentially a great deal to gain.

Where can I find out more?

Neil's website is at www.NeilThompson.info. But why not contact Neil directly at neil@avenueconsulting.co.uk or on 01978 781117?