



**O'Brien**

LEARNING  
SOLUTIONS



# **O'BRIEN LEARNING SOLUTIONS**

E-Brochure



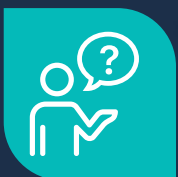
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# WHO WE ARE



Founded in 2016, Denise established O'Brien Learning Solutions after nearly 20 years with notable companies like General Electric, Wipro Ireland, Lloyds Banking Group, Halifax Bank, and St. Andrew's Group.

Based in Shannon, Co. Clare, and a proud mother to Eva, Denise is driven by a passion for human behavior and continuous learning. O'Brien Learning Solutions focuses on supporting individuals and organisations to thrive, particularly during times of change.

Denise believes that an organisation's approach to strategic change profoundly influences future sustainability, employee engagement, staff retention, and overall performance levels.



# OUR TRACK RECORD

## Who do we work with?

We work with teams who have identified a need to enhance their skills in the area of people-development and leadership.



# WHY OBLS



## HONESTY

We offer honest opinions, prioritize long-term value over quick fixes, and collaborate to generate meaningful solutions for your challenges. If we're the best fit, we're happy to work with you; otherwise, we'll recommend the most suitable alternative to meet your needs.



## INTEGRITY

We respect the confidentiality of our work, ensuring your information remains private. Our commitment is to work with integrity, guiding you efficiently toward your desired goals.



## OPEN MINDEDNESS

With diverse experiences in various team environments, we bring fresh perspectives to our work. Constantly researching and open to new ideas, we offer innovative approaches to maximise team performance.



## TENACITY

Achieving optimal team performance requires persistence. We are committed to being your unwavering advocate, diligently pursuing desired results throughout your entire operation. Choose us, and let us embody the spirit of "persistence beats resistance."

# SOLUTIONS



## DEVELOPMENT PROGRAMMES

Development programmes which take your leadership team to the next level and bring authenticity to life.

## CULTURAL CHANGE PROGRAMMES

We help organisations to create cultures that unlock potential and discretionary effort. We do this by facilitating teams to align with a set of shared values, goals, and behaviours.



## COACHING FOR CHANGE

Confidential one to one coaching, designed for management and executives responsible for leading and overseeing the change agenda.

## INSPIRING CHANGE – TALKS & EVENTS

Shorter bite-sized education and information sessions about the impact of change and how to facilitate change at any level within the organisation.



# LEADERSHIP

'Leadership... is about creating change you believe in' – Seth Godin



Engaged organisations, where individuals understand the strategy and feel inspired to contribute, outperform peers by 147% in earnings per share (Gallup, 2016).

Examples of leadership development programmes:

- Leading through times of change
- Developing presence, impact and influence
- Building high performing teams
- The emotionally intelligent leader

“

Canyon enlisted O'Brien Learning Solutions during a transformative period marked by significant organizational growth and the introduction of a new management level. Denise facilitated senior management brainstorming, designed and delivered a tailored management program, conducted one-on-one coaching, and held larger team sessions to promote collaboration. Rather than providing generic solutions, Denise's approach is personalised for our needs and people, resulting in daily positive impacts on our business.

Rose Marie Carroll  
Head of client services, CANYON CTS

# MANAGEMENT

'There is nothing so useless as doing efficiently that which should not be done at all' – Peter Drucker



Research reveals that 82% of managers who enter management positions have not had any formal management and leadership training. They are "accidental managers".

Examples of management development programmes:

- Self management
- Managing others
- Team Dynamics
- Organisational awareness

“ We invited Denise to work with our Team Leaders to help develop their ongoing training in the areas of self-development and objection handling. Denise was very supportive from the start of the process by tailoring the training to suit our business requirements.

Her easy and straight forward approach helps the trainee to identify a logical path to any given situation which allows them to remove the 'noise'. This programme was a great start to our ongoing Performance Management process and benefited our team greatly by providing them with the additional tools to support their individual teams. Denise is a pleasure to work with and we look forward to working with her again in the future.

Deirdre Kerin  
Business Manager / Arise

# TEAM DEVELOPMENT

'If everyone is moving forward together, then success takes care of itself' – Henry Ford



According to a 2018 Harvard business review article. When surveyed (on a population of over half a million U.S. employees), almost one-third don't understand why key business changes are happening.

Examples of team development programmes:

- Understanding change
- Managing my performance
- Self awareness and personal impact
- Communicating for clarity

“

Denise is an excellent instructor, A+, and she went above and beyond the call of duty. Brilliant, very professional but down to earth. Great at communicating and getting the point across. Kept the course interesting at all times – extremely animated and engaging. Denise is a great instructor, easy to listen too, very helpful, and encouraged participation.

Individual Course Participants  
Performance Management – Department of Revenue.

# INSIGHTS DISCOVERY



**Discovery** Insights<sup>®</sup>



## What is Insights Discovery?

At the very start of the self-awareness journey is Insights Discovery. A psychometric tool based on the psychology of Carl Jung, Insights Discovery is built to help people understand themselves, understand others, and make the most of the relationships that affect them in the workplace.

The Insights Discovery methodology uses a simple and memorable four colour model to help people understand their style, their strengths and the value they bring to the team. We call these the colour energies, and it's the unique mix of Fiery Red, Sunshine Yellow, Earth Green and Cool Blue energies, which determines how and why people behave the way they do.



# CURRENT OFFERS

## MANAGEMENT DEVELOPMENT PROGRAMME 2024

In-Person Training for People Leaders in Aviation



### What is included?

- Three one-day modules (9am to 4pm with a break for lunch) spread out over a three-month period.
- One 'tripartite' coaching session with you, your manager and the programme facilitator.
- Continuous support via email with your course facilitator for the programme duration.
- A formalised 'personal development plan' at the end of the programme.
- A personalised psychometric report, using Insights Discovery™ methodologies.
- A networking experience and a chance to learn with other like-minded people in your industry.

<b>EVENT NAME</b>	Management Development Programme
<b>DATE AND TIME</b>	Feb 21st, March 20th, April 24th 2024
<b>DELIVERY METHOD</b>	In-Person Training
<b>VENUE</b>	Shannon (TBC)
<b>COST</b>	€2750 per person (Skillnet funding available)
<b>DELIVERED BY</b>	Denise O'Brien

# CONTACT US



Contact us for your 1 hour  
no-obligation consultation



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