



# Maximum Performance Management Development Programme

Take your management skills to the next level

Spring 2025



# The MDP – at a glance

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Who should attend?

Programme structure

Cyrus Cooper

The team

Feedback

Dates, times, fees & bookings

This tried-and-tested, ILM-recognised programme will help you become a better manager. And a successful manager means a less stressed team!

Taking part will help you step up and really make a difference. Experiential, stimulating and inspirational, it's a great foundation for a successful career in management.

We cover all the key areas, starting with you. The Facet 5 personal profile will help you develop your understanding of your own behaviours before you start trying to deal with the behaviours of your team. The first of two one-to-one coaching sessions will help 'unpack' your profile report, a valuable tool on the programme and back in the workplace.

Then we get stuck in to all the key issues and challenges, one bite-sized module at a time. Guest specialists and our wonderful actors add another dimension. The modular approach gives you plenty of tools and strategies for dealing with everyday challenges in the workplace (and the time to put them into practice, before coming back for the next session), as well as the opportunity to learn from others' experiences, and to benefit from the practical advice and guidance of some inspirational trainers. A final coaching session helps you plan your next steps.

*'Absolutely fantastic – already recommended to three colleagues'*



ILM recognised programme



Facet 5 profile



A 10-day programme



17 subject areas



2 individual coaching sessions



Virtual delivery



LinkedIn alumni group



Bite-sized sessions



10-12 usual group size

# Who should attend?

The programme is designed primarily for those in the process of stepping up to management for the first time – ideally, from those not yet appointed to those who've been doing it for a couple of years. But it's never too late, as this feedback from recent participants shows:

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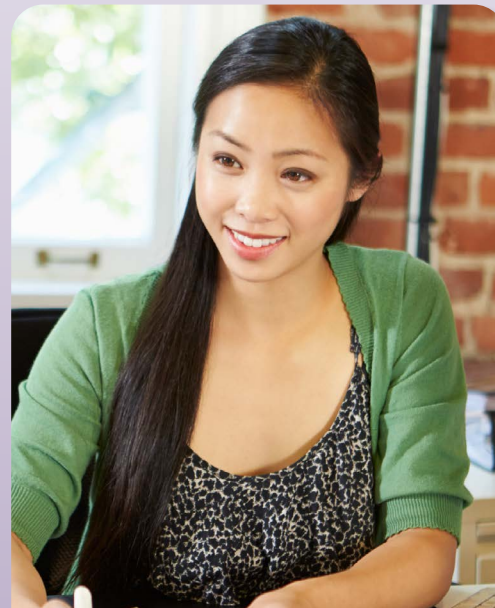
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*'I would highly recommend this to any newly appointed team leader / manager'*



*'The biggest compliment I can give the course is that I took it 15 years too late! I have been on a lot of training courses and this is by far the best'*



*'If I could have, I would have done this course years ago before starting my managerial career'*



*'I confess, having managed teams of people for several years, when my Managing Director signed myself and a colleague up for the course, I was unenthused to say the least. I thought I already knew all I needed to about management. I was wrong. This course has really helped me to identify the areas I need to focus on, for me and my team'*

# Programme structure

DAY ONE	DAY TWO	DAY THREE	DAY FOUR	DAY FIVE	DAY SIX
<p><i>Welcome</i></p> <p><i>What makes a manager?</i></p>	<p><i>Creating the environment for success</i></p> <p><i>Time and priority management</i></p>	<p><i>Crucial conversations</i> <i>[with actors]</i></p>	<p><i>Managing performance reviews</i></p> <p><i>Coaching skills to develop others</i></p>	<p><i>Effective delegation</i></p> <p><i>Managing through change</i></p>	<p><i>Communicating and presenting with impact</i></p>
DAY SEVEN	DAY EIGHT	DAY NINE	DAY TEN	TWO ONE-TO-ONE COACHING SESSIONS	A PERSONAL REPORT
<p><i>Influencing and negotiating</i></p> <p><i>Running effective meetings</i></p>	<p><i>Emotional intelligence and your personal brand</i></p> <p><i>Leadership styles</i></p>	<p><i>Problem-solving and decision-making</i></p> <p><i>Managing working relationships</i></p>	<p><i>Programme review</i></p>	<p>Flexible, to suit participants, usually after days one and ten</p>	<p>Facet5</p>

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*'By far the best training course I have been on'*



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# Cyrus Cooper

Cyrus Cooper, Managing Director of Maximum Performance, is an exceptional international trainer, facilitator and coach.

He specialises in helping managers to focus on their roles and responsibilities with the aim of getting great results with the people they manage. He has helped organisations in the public, private and voluntary sectors to improve their performance through a range of interventions covering leadership challenges, motivational management and corporate and executive 1:1 coaching.

Cyrus is enthusiastic and practical in his approach. His strong facilitation skills and focus on his audience create a powerful learning experience. His methods are set out very clearly in his book, *Brilliant Workshops*, published by Pearson Education.

Cyrus designed the Maximum Performance Management Development Programme and is the programme director, supported by a select team of specialist presenters, coaches and actors.



*'Cyrus's enthusiasm  
is infectious'*

# The team



## Scott Rumsey

A popular and enthusiastic trainer, facilitator and coach, Scott revels in the opportunity to help people learn and flourish. He shows great empathy for his participants and creates a positive learning environment.

Scott works with people managers and team members facilitating interactive and engaging programmes.

Virtual learning has naturally become more popular since the pandemic. Scott now delivers workshops ranging from 45-minute short, focused sessions to full and half-day online workshops bringing together colleagues from different locations around the country and internationally.

Despite this trend, Scott has also seen a return to in-person learning, where colleagues can spend time away from their day job to collaborate and learn together in the same space. Often facilitating creative ideas, participants have enjoyed working face-to-face again whilst sharing and learning from each other's experiences.

Scott is the personal coach on this programme and runs some modules.



## Kat Engall

Kat offers a range of communication and vocal workshops such as learning how to use storytelling as a guide to presenting; to voice coaching for those who feel they want to improve diction, clarity and breath control. Her current client base ranges from doctors, lawyers, and Ted-Talk speakers – to actors, influencers and singers. Kat started off as an actor after graduating from drama school, and whilst working as a tour guide at the local heritage site, quickly realised that the skills she had learned at drama school could apply to people who wanted to deliver more engaging tours. This became the basis for what is now a successful speech and presentation coaching business.

She quickly built several long-standing relationships with clients, helping them to feel more confident about public speaking. This includes inspiring a team they are leading, or speaking at conferences. Her coaching method has one goal in mind: to help people find confidence in communication. Alongside her own clients, Kat is an associate trainer at the highly established company Speak2Impact.

Kat delivers day six.

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*'I had a one-to-one session with Scott Rumsey and this was fantastic'*

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*'I am  
recommending this  
programme to a lot  
of people!'*

*I'd recommend the MDP to  
**anyone looking to build  
confidence in leadership,**  
develop skills, create a network,  
and progress their career*

*It's a great way to **demystify  
management***

*It's hard to put in words how  
fantastic this course was. **It  
changed the way I perform as a  
manager.** I highly recommend it!*

*One of **the best training**  
programmes I have attended*

*I wholeheartedly recommend  
**Maximum Performance** for  
arming managers and teams  
with a toolkit they can carry  
with them throughout their  
career. Maximum fun and  
maximum return on investment!*

# Dates, times, fees & bookings

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## Spring 2025 cohort

DAY ONE	20 May 2025
DAY TWO	25 June 2025
DAY THREE	17 July 2025
DAY FOUR	16 September 2025
DAY FIVE	16 October 2025
DAY SIX	20 November 2025
DAY SEVEN	11 December 2025
DAY EIGHT	21 January 2026
DAY NINE	25 February 2026
DAY TEN	17 March 2026

The programme runs virtually, on Zoom.

Sessions run 10-12 and 2-4.

The fee for the programme is £2,995 + VAT per person (but give us a call for discounted rates for public sector and VCSEs).

To book now, just fill in the **booking form** and follow the instructions there.

### Any questions?

Just give us a call on 01582 463460 or email us at [info@maximumperformance.co.uk](mailto:info@maximumperformance.co.uk). We're here to help!



*'It's a great  
programme'*