NoLimits

Bringing learning to life



Human skills
Real-life working situations

Your programme planning guide

Tailored learning for your people, their challenges and the work they do.

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The partnership

Context is part of the learning



The same topic can mean very different things to different people. A new manager giving feedback to a former peer, a regional leader influencing across countries and a specialist challenging a senior stakeholder need different practice.

Understand

We work with you to clarify the desired change, the participant group and the situations they face. Depending on the brief, this can include stakeholder conversations, participant input and a review of existing frameworks or materials.

Design together

Choose the focus and format, then shape examples, scenarios and activities around the work. We can adapt existing content, combine modules or develop a programme around a particular challenge.

Practise and apply

Participants work on relevant conversations, decisions and relationships. They leave with actions or tools they can use. For a longer journey, the experience of applying the learning becomes material for the next session.

Review what is useful

Agree what progress should look like and how to review it. Options include individual commitments, peer reflection, line-manager conversations, follow-up coaching and programme feedback.

Work with your existing approach

Your competencies, values, language and processes provide the setting. Our role is to help people use the skills in that setting.

Programme starting points

Leadership capability



Practical ways for new and experienced leaders to guide people, build engagement and help others develop.

Programme	What people practise and take into work
Leadership Essentials	Make the move from doing the work to getting results through others. Practise setting expectations, delegating and adapting your approach. **Take into work:** A delegation plan for a current responsibility.
Performance And Engagement	Connect goals, everyday feedback and motivation. Work through conversations about progress, development and underperformance. **Take into work:** A plan for a real-life performance or engagement conversation.
Adaptive Leadership	Recognise what a person needs in a particular situation and adjust the balance of direction, support and challenge. **Take into work:** A leadership approach matched to a current team member and task.
Coaching Skills For Leaders	Listen with curiosity, ask questions that develop thinking and help others explore options and take responsibility. Practise on real-life leadership situations. **Take into work:** A coaching conversation and follow-through plan.

Coaching as a leadership skill

Coaching Skills For Leaders belongs here: it develops the listening, questioning and dialogue leaders use to help others think and take ownership. Executive coaching is a separate, individual service.

Extend the learning with workplace assignments, peer practice, action learning and group coaching.

Programme starting points

Feedback, conversations and influence



People know a conversation is needed but struggle to start it, keep it constructive or reach agreement.

Programme	What people practise and take into work
Seeking And Giving Useful Feedback	Start by seeking feedback: ask for useful input, listen with curiosity and decide what to act on. Then practise giving specific feedback and working with emotional reactions. **Take into work:** A feedback conversation prepared for use at work.
Difficult Conversations And Conflict	Separate observations from assumptions, find shared purpose and move towards practical action. Practise saying no while maintaining the relationship. **Take into work:** A conversation plan with options for difficult moments.
Influence Without Authority	Understand stakeholder priorities, build credibility and adapt your message. Work on gaining support where you cannot simply give an instruction. **Take into work:** A stakeholder and influencing plan for a live challenge.

Seek feedback first

Practise asking for useful feedback, listening without rushing to defend and choosing what to do with it. Build from that experience into giving feedback that is specific and useful.

For leaders, professionals and people working across boundaries. Extend with rehearsal, a follow-up clinic or a tailored OwnMentor conversation tool.

Programme starting points

Teams and change



Teams that work well together

A team needs shared direction, more open dialogue or better collaboration across roles and functions.

Option	Practical focus
Team Purpose And Ways Of Working	Agree what the team is here to achieve and how members will work together. Turn values and expectations into observable commitments.
Psychological Safety And Speaking Up	Practise raising concerns, inviting different views and responding constructively. Work with the situations people actually encounter.
Cross-Team Collaboration	Explore different priorities and perspectives, work through points of friction and agree how to coordinate more successfully.

Who for: Intact teams, leadership teams and teams that depend on one another.
Ways to extend: Add discovery interviews, a team assessment, facilitated feedback and a progress review.

Leading and navigating change

People need to make sense of change, remain engaged and support colleagues through uncertainty.

Option	Practical focus
Leading Yourself Through Change	Understand your own response to change, identify what would help and create practical actions for the next stage.
Leading Others Through Change	Recognise different reactions and needs. Practise listening, explaining direction and supporting people through transitions.
Resilience And Emotional Intelligence	Notice patterns in how you respond under pressure, understand other perspectives and develop more useful choices at work.

Who for: Leaders, managers, project teams and employees experiencing change.
Ways to extend: Sequence an employee session, manager practice and follow-up coaching; add tailored tools for use during the change.

Programme starting points

Personal impact and presenting



People need to communicate their ideas clearly, build useful relationships and make a stronger contribution.

Programme	What people practise and take into work
Presenting With Clarity And Impact	Structure a message around the audience and the decision or action needed. Practise delivery and handling questions with feedback. **Take into work:** A revised presentation and personal practice plan.
Personal Brand And Stakeholder Relationships	Understand the impression you create, clarify your contribution and build relationships that support your work and development. **Take into work:** A personal impact and relationship plan.
Self-Awareness And Working Styles	Explore preferences, strengths and blind spots, then practise adapting how you communicate and work with others. **Take into work:** Specific adaptations for important working relationships.

Practise with your own message

Bring a presentation, stakeholder conversation or important meeting. Work on structure, delivery and the impression you create, with feedback and an individual practice plan.

For professionals, emerging talent and leaders. Optional assessments, presentation practice and a later clinic can extend the learning. Business Writing With Impact is another option on the practical-skills page.

Programme starting points

Talent and business capability

Hiring, careers and talent development

Managers and employees need practical tools for hiring decisions, development conversations and career ownership.

Option	Practical focus
Interviewing And Hiring Skills	Prepare around role requirements, gather relevant evidence and use a structured approach to evaluation and candidate feedback.
Career And Development Conversations	Explore aspirations, strengths and opportunities, then turn a useful discussion into a realistic development plan.
Stepping Up And Taking Ownership	Support early-career talent or people moving into a bigger role to speak up, build confidence and contribute across levels.

Who for: Hiring managers, people managers, employees and emerging talent.
Ways to extend: Add tailored workbooks, manager tools, mentoring, coaching or an interview-preparation assistant.

Business partnering, thinking and innovation

People need to understand the wider business, diagnose challenges and develop solutions with others.

Option	Practical focus
Business Partnering And Trusted Relationships	Move from responding to requests towards understanding needs, asking better questions and shaping useful solutions together.
Creative Thinking And Problem Solving	Explore a real-life challenge from different perspectives, generate alternatives and decide what to test next.
Strategy And Team Alignment	Facilitate shared thinking on purpose, priorities and choices, connecting the wider direction to team action.

Who for: HR and support functions, client-facing professionals, managers and teams.
Ways to extend: Work on a live business issue through action learning or combine facilitation with targeted skill building.

More programme options

Practical skills for the working day

Six further starting points for a focused workshop or a broader development programme. We shape the activities around the roles, situations and work your people bring.

Programme and participants	What people work on
Business Writing With Impact Professionals who write reports, recommendations or important emails.	Clarify the reader and purpose; structure the message; write concise summaries and recommendations that make the next step clear. **Take into work:** A clearer structure for a report, recommendation or email.
Planning, Prioritising And Getting Things Done People balancing competing priorities and demanding workloads.	Connect goals to priorities, plan realistically, manage interruptions, tackle procrastination and practise saying no constructively. **Take into work:** A personal priorities and time-management action plan.
Successful Decision-Making Managers and professionals making decisions with incomplete information.	Work on a real-life decision: weigh priorities, risks and consequences; understand stakeholders; recognise decision traps; plan implementation. **Take into work:** A reasoned decision and an implementation plan.
Leading And Working In Virtual Teams Managers and colleagues collaborating across locations.	Build trust at a distance, clarify outcomes and roles, improve virtual meetings and communication, and seek and give useful feedback remotely. **Take into work:** Shared communication agreements and a team action plan.
Graduate And Early-Career Development Graduates, analysts and management trainees taking on greater responsibility.	Combine career ownership, professional presence, presenting, stakeholder influence and leadership conversations in a connected programme. **Take into work:** A development plan and practised conversations for the next stage of work.
Business Acumen And Consultancy Skills For HR HR teams strengthening their contribution as business partners.	Define the business-partner role; diagnose needs through listening and questioning; offer constructive challenge; shape solutions and agree action. **Take into work:** A practised consultancy conversation and individual development commitments.

Optional workplace practice, peer coaching or follow-up sessions can help people apply the learning.

Team development

Work on the team, with the team



Use the team's current priorities and relationships as the material for development.

Choose the focus

If the team needs…	An intervention can focus on…
Shared direction	Purpose, priorities, values, roles and a team charter.
More open dialogue	Raising concerns, responding to challenge and exchanging constructive feedback.
Stronger collaboration	Understanding different perspectives and agreeing better ways to coordinate.
A reset after change	Re-establishing expectations, relationships and commitments.
A more successful leadership team	Collective responsibility, leadership behaviours, decision making and stakeholder relationships.

An illustrative team journey

Before: agree the purpose; gather relevant perspectives through interviews or a team assessment.
Together: work through the real-life issues, practise useful conversations and agree ways of working.
After: put commitments into practice and return to review progress and unresolved challenges.

Make the output useful

The outcome might be a team charter, clearer expectations, working agreements or a shared action plan. The format depends on what the team needs to achieve; a focused offsite can be a valid starting point.

Individual and relationship-based development

Executive coaching



A confidential partnership that helps a leader think clearly, challenge assumptions and put purposeful actions into practice. The agenda follows the leader's role, development priorities and emerging situations.

• Possible focus: leadership presence, strategic contribution, stakeholder influence, delegation, transitions and leading change.

• Agree the goals, number of sessions, period of support and how progress will be reviewed.

• Optional elements include stakeholder feedback, assessments, sponsor reviews and shadow coaching. The scope of any between-session contact is agreed.

Work on the situations that matter

A role transition, a demanding stakeholder relationship, a strategic decision or a recurring leadership challenge can provide the starting point. Apply agreed actions between sessions and review what changes.

A tailored coaching partnership

Agree the development priorities, confidentiality, sponsor involvement and practical signs of progress at the outset. The agenda develops with the leader as their needs evolve.

In-house mentoring

Design the programme around the relationship



Create a new mentoring programme or refresh an existing approach. We partner with HR through design, implementation, ongoing support and review.

Stage	How we can support you
Create and design	Clarify the purpose, intended participants and outcomes. Agree sponsorship, roles, selection and matching criteria, the programme rhythm and how progress will be reviewed.
Prepare and launch	Develop guides, workbooks, goals and meeting tools. Prepare mentors and mentees separately, brief line managers and support the launch with clear communications.
Sustain and support	Keep relationships moving with mentee energisers, mentor guidance, peer clinics, refreshers and prompts for applying learning. Agree a route for confidential pairing support.
Monitor and improve	Use interim and final surveys, participant feedback and sponsor reviews. Translate findings into an action log, targeted support and recommendations for the next cycle.

Reverse mentoring

Connect senior leaders with colleagues bringing a different perspective or relevant expertise. We can design the pilot, matching criteria, participant preparation, conversation guides, midpoint support and evaluation. An AI-focused approach is one example.

AI support for mentoring

Commission tools or prompts for goal setting, meeting preparation, conversation rehearsal and reflection. Use an approved internal AI route or agree an OwnMentor pilot, with user feedback and a review before wider rollout.

We agree responsibilities with you: NoLimits can provide design, resources, learning sessions and analysis; HR typically owns recruitment, matching, participant records and confidential follow-up.

Mentoring / programme examples

Three ways to support mentoring

Anonymised designs from our proposals. Each is a starting point to adapt around your people, priorities and available support.

In-House Mentoring Across The Year

12-month relationship | launch, resources and review

Separate 60-minute mentor and mentee preparation sessions, a 30-minute line-manager briefing and role-specific guides establish the foundation. Twelve monthly mentee energisers and six mentor guidance emails help maintain momentum.

An interim survey informs a 60-minute mentee refresher and targeted follow-up. A final survey, reports and sponsor read-outs inform the next programme. Approved AI prompts can support goals, preparation, coaching, rehearsal and reflection.

AI Reverse Mentoring

Illustrative pilot | ten pairs over six months

Pair a senior leader with a colleague who has relevant AI experience. Select for expertise and perspective, rather than assuming expertise from age, and match outside direct reporting lines.

Separate one-hour preparation sessions, six monthly conversations and a midpoint clinic support reciprocal learning. Themes explore changing work, workflows, assumptions, people and skills, and possible responses. Pairs produce an opportunity brief and a leadership commitment; a sponsor review informs any expansion.

AI Tools To Support Mentoring

Illustrative 12-week trial | up to twenty volunteers

A Mentoring Preparation And Goal Coach and a Conversation Practice Coach are configured around approved programme content. Participants compare their usefulness with an approved internal AI prompt route on equivalent mentoring tasks.

Review task completion, time, usefulness, repeat use and output quality, alongside user feedback. Adjust the configuration and recommend whether to continue, adapt or close. Tools are built to order; access and information handling are agreed before launch.

Sustained learning

Build in time to try, reflect and improve



A learning journey connects the sessions to what happens between them.

Illustrative configurations - tailored after discovery

Planning need	One way to shape the journey
Managers developing core skills	Self-awareness and expectations → feedback and performance → coaching → collaboration. Add real-life-work assignments and group coaching between modules.
Better stakeholder relationships	Trust and adapting your approach → listening and diagnosis → handling pushback. Participants apply each stage to a live relationship and return with experience.
Supporting a change programme	An employee session on navigating change, manager practice on supporting others, followed by coaching clinics and useful tools for the transition.
A team facing a real-life challenge	Clarify the issue → facilitated inquiry and planning → test actions at work → review what happened and decide the next step.

The mechanisms that keep learning moving

Application: use a real-life conversation, responsibility or project.
Action learning: work on live challenges through questions, reflection and action.
Peer and group coaching: share experience, work through obstacles and make commitments.
Manager support: create space to practise and talk about progress.
OwnMentor: keep the relevant tools and practice support within reach.

These are design examples, not fixed packages or promises of a particular result. We agree the cadence, group size and support around the brief.

In-house train the trainer

Equip your people to deliver the learning

Build the capability to run practical, engaging learning with your own people. We can prepare internal trainers to deliver a specific programme, strengthen their facilitation skills, or combine both.

Two ways we can help

Transfer a programme: prepare your internal facilitators to run an established or tailored programme with consistent learning outcomes.
Develop facilitation skills: help trainers and subject-matter experts structure a session, engage participants, manage questions and turn activities into learning.

The approach	What happens
Shape the programme	Agree the learners, outcomes and delivery context. Adapt the content to your frameworks, language, processes and real-life situations.
Experience and unpack	Experience the learning as a participant, then explore why each activity is there, how it works and how to draw out its learning.
Practise and receive feedback	Facilitate selected segments, run exercises and lead debriefs. Receive structured facilitator and peer feedback on what works and what to develop.
Prepare for rollout	Plan the first delivery, agree what can be adapted and what should stay consistent, and identify any further practice or support needed.

A usable facilitator pack

Depending on the brief: editable slides, a facilitator guide with timings and debrief questions, participant workbooks, scenarios, practice assignments, observation criteria and rollout guidance. We can work with your existing materials or develop the pack together.

Build confidence through practice

Trainers rehearse their own delivery and get specific feedback. Optional early-delivery observation, coaching, refreshers or virtual-facilitation support can help them continue developing.

Scope and budget: separate programme development, trainer preparation and delivery support. Agree internal usage, adaptation and any third-party requirements as part of the project.

In-house train the trainer / examples

What internal delivery can look like



Anonymised examples from our programmes and designs. These show different ways to prepare trainers; durations describe individual examples and can be adapted to the brief.

Programme	Example structure	Internal delivery support
Leading yourself and others through change	A 1.5-day workshop design with a detailed facilitator guide, participant workbook and change toolkit.	Step-by-step activity instructions, timings, slide references and debriefs support internal delivery. Participants apply tools to their own change challenge.
A six-module talent programme	Personal mastery; collaboration; managing change; innovation and risk taking; managing up; business acumen and networking.	A three-day TTT design equips internal facilitators to deliver the modules using guides and workbooks. A later two-day version combines facilitation skills with module practice.
Adaptive Leadership	A 1.5-day learning programme with additional trainer preparation and practice within a three-day programme-and-TTT schedule.	Practice focuses on adapting leadership to the person and situation. Facilitator notes, scenarios and observer resources support consistent delivery.
Manager excellence	Four modules: know yourself; know your people; manage performance; manage engagement. Each guide specifies four hours.	An internal trainer rollout supported by module guides, slides, exercises and between-module application. Feedback practice and delegation planning connect learning to work.
Competency-based interviewing	A two-day TTT design for 8-12 internal trainers. Day one: experience the one-day programme. Day two: practise delivering it.	Pairs deliver a core segment and receive feedback. The pack includes a facilitator guide, slides, workbook and interview tools aligned to the organisation's hiring process.

Connect the pack, the practice and the rollout

A workshop in a box gives your facilitators a practical set of materials. Train-the-trainer adds the experience, rehearsal and feedback to help them use those materials well. OwnMentor tools and resources can provide additional preparation and reinforcement.

Own Mentor
Instant Access to Human Skills at Work



OwnMentor by NoLimits

Support in the moment of need

Practical tools that connect learning to everyday work.

Option	What it can help people do
Tailored AI tools	Prepare to seek and give feedback, rehearse a difficult conversation, explore a leadership challenge, prepare for mentoring or build an interview plan.
Workshops in a box	Run a focused session internally with a commissioned facilitator pack, editable materials, practice activities and follow-through guidance.
Programme add-ons	Use conversation planners, workbooks, job aids, scenarios and reflection prompts when they are needed.

Built around your programme

Your approved materials, terminology and practical situations shape the resource. It can complement a NoLimits programme or an approach you already use internally.

For example: prepare a difficult conversation with a planner, rehearse it with a tailored AI tool, then bring your experience to a follow-up coaching session.

Available as a commissioned service

AI tools and workshops in a box are built to order. We agree the purpose, content, platform, access, support and usage rights. Live coaching is scoped separately.

Choosing the delivery

Match the approach to the need

Approach	A useful choice when…
Focused workshop	A defined skill or immediate need. One practical session, with relevant preparation, practice and a take-away tool. Useful when the goal is narrow and people can apply it promptly.
Modular programme	Capability that develops over time. Shorter sessions with application between them. Each return to the group brings experience, questions and feedback into the next stage.
Action learning	A real-life work challenge. Participants work on a live issue, use questions and reflection to learn, test actions at work and review what happens.
Group coaching	Applying learning and working through obstacles. A facilitated space for shared challenges, practice, accountability and support. Can sit between or after workshop modules.
Team development	How an intact team works together. Facilitation built around the team's actual relationships, priorities and ways of working, with agreed commitments and review.
Executive coaching	Individual leadership needs. A confidential development partnership around the leader's role, priorities and working relationships, with time to apply and review.

What changes the design?

The participant group, number of locations, time zones, working language, scope for practice, existing materials and the availability of managers to support follow-through all matter.

Shorter sessions focus attention on a narrower outcome. More time can allow additional practice and feedback. A series gives people opportunities to apply, return and refine; the learning design matters as much as the duration.

We can deliver in person or virtually, and combine the two where appropriate. Facilitation arrangements, language availability and group sizes are agreed for each programme.

Programme examples

Leadership in practice



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

Practical Leadership, One Conversation At A Time

Four modules | eight 60-minute virtual sessions

The need: Leaders need practical ways to seek and give feedback, sustain engagement, manage emotions and support people through change.

The programme: Four modules: Fast Feedback; Achieving Maximum Engagement; Emotional Intelligence For Leaders; Leading Change And Transitions. Each module is split into two one-hour sessions.

Practical work: Participants bring real-life feedback and change situations. Between sessions they seek feedback, assess their engagement or identify what they and their team need during change.

Follow-through: Pre-work, workplace assignments, conversation practice and peer coaching connect the sessions to the working week.

What participants can take into work: Prepared conversations and actions for the participant's own team.

A Manager Journey With Senior-Leader Involvement

Three full-day modules | three group coaching sessions

The need: Managers need time to develop their leadership practice, supported by the leaders and systems around them.

The programme: Stakeholder discovery and a programme launch lead into three manager modules. Two separate half-day senior-leader workshops connect the wider leadership team to the programme.

Practical work: Workplace learning assignments and self-development tools sit between the modules. Virtual group coaching sessions of 90-120 minutes give managers space to work on application.

Follow-through: Context-specific workbooks, self-directed resources and tailored AI coaching tools extend support beyond the facilitated sessions.

What participants can take into work: A connected programme of learning, application and review, shaped around the organisation's priorities.

Programme examples

Skills people can use



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

Power Hiring: Practical Interview Skills

Three-hour workshop | manager toolkit | tailored AI support

The need: Hiring managers need a more consistent approach to preparing interviews, gathering evidence and making hiring decisions.

The programme: The programme combines a tailored competency framework, job-profile template, interview preparation guide, question banks and a structured evaluation process with a practical workshop.

Practical work: Managers refine a role profile, turn general questions into competency-based questions, practise probing and use evidence to evaluate candidates and prepare feedback.

Follow-through: A comprehensive workbook becomes a reference for future interviews. A commissioned AI assistant supports preparation and evidence review; hiring decisions remain with people.

What participants can take into work: Usable role profiles, interview plans, evaluation forms and candidate-feedback templates.

Managing Successful Relationships

Three three-hour virtual modules | over three weeks

The need: A cohort needs dedicated practice and a shared approach to managing working relationships.

The programme: An established nine-hour programme is delivered in three virtual modules for a cohort of 16-24 participants, with learning assignments between sessions.

Practical work: The spacing creates opportunities to use the learning in current relationships and return with experience to discuss. A participant workbook and pre-work support preparation.

Follow-through: Individual DISC profiles can be included to support discussion of working styles. Assessment and additional customisation are scoped separately.

What participants can take into work: An established programme that can be repeated for further cohorts, with a clear format and time commitment.

Programme examples

Teams and mentoring



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

A Leadership Team Working As One Team

Assessment | two-day team session | optional coaching

The need: An intact regional leadership team needs shared direction, clearer working relationships and more open feedback.

The programme: A four-stage design starts with a team-performance survey. A two-day facilitated session uses the findings to build a team charter, shared purpose and values, and direct feedback.

Practical work: The leader receives facilitated team feedback and responds with commitments. Team members exchange feedback and agree behaviours to continue, start or change.

Follow-through: Optional individual coaching helps leaders act on their commitments. Targeted capability building, such as coaching skills, follows the needs identified by the team.

What participants can take into work: A team charter, collective priorities and individual behavioural commitments.

Mentoring That Keeps Its Momentum

Launch training | monthly resources | mid-point refreshers

The need: Mentors and mentees need useful preparation and light ongoing structure while retaining ownership of their relationship.

The programme: Separate 60-minute mentor and mentee sessions, a line-manager briefing and refreshed handbooks establish expectations. Goal-setting, meeting preparation and conversation templates support the pairs.

Practical work: Monthly mentee energisers provide three prompts and a suggested 45-minute meeting agenda. Mentor case studies address situations such as vague goals or lost momentum.

Follow-through: Mid-point refreshers, communications, surveys and programme reviews sustain the year. Optional commissioned AI tools support meeting preparation and follow-through.

What participants can take into work: A practical support system around the mentoring relationship, from first meeting to review.

Programme examples

Change and individual support



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

Leading Yourself Through Change

90-minute virtual session | three months of short coaching support

The need: People navigating organisational change need a practical starting point and support as new situations arise.

The programme: A focused whole-team session is combined with tailored design and materials. The proposed scope includes three months of short coaching moments after the session.

Practical work: The learning starts with the participants' experience of change, giving them a shared opportunity to reflect and identify their next steps.

Follow-through: An optional set of three commissioned AI tools adds support between human conversations. Tool scope, access and ongoing support are agreed for the organisation.

What participants can take into work: A compact intervention with follow-through, useful where a long workshop series is not the right fit.

Executive Coaching With Stakeholder Perspective

Six-month engagement | 20 scheduled coaching hours

The need: A senior leader needs individual development that connects personal priorities with the experience of people around them.

The programme: An individually scoped six-month package combines scheduled coaching with stakeholder feedback before and after the engagement.

Practical work: The leader works on current situations and applies agreed actions between meetings. The coaching agenda follows the development goals and emerging needs.

Follow-through: Short between-session coaching support is part of the example scope. The extent of feedback, reporting and additional support is agreed when contracting.

What participants can take into work: A sustained coaching relationship with time to apply learning and revisit stakeholder perspectives.

Programme examples

Early-career transitions



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

Graduates Taking Charge Of Their Next Step

Three-day programme | four connected themes

The need: Early-career analysts need to contribute with more confidence, influence and ownership.

The programme: Career and self-development lead into communicating and presenting with impact, influencing win-win outcomes, and successful leadership conversations.

Practical work: Participants practise impactful messages, map stakeholder motivations and rehearse conversations for getting things done with others.

Follow-through: Practice and planning sessions conclude with a personal development action plan.

What participants can take into work: A career-development plan and approaches to presenting, influence and everyday leadership.

From Management Trainee To People Leader

One-day workshop | professional identity and stakeholder practice

The need: Management trainees stepping into supervisory roles need to lead colleagues with more industry experience.

The programme: Explore the shift in mindset and behaviours, learn from managerial role models, and consider how professional image affects relationships.

Practical work: Participants exchange perception feedback, map stakeholders and plan ways to build rapport, trust and influence with experienced colleagues.

Follow-through: Participants prioritise development needs and create an individual plan to take back to work.

What participants can take into work: A stakeholder map and practical commitments for the transition into people leadership.

Programme examples

Business partnership and leadership dialogue



Anonymised examples from our programme designs and proposals. Each shows an approach we can adapt; it is not a fixed package or a claim of measured results.

HR As A Consultant To The Business

One-day programme design | 12-16 participants

The need: An HR team wants to move from responding to requests towards diagnosing business needs and shaping solutions.

The programme: Clarify team purpose and the consultancy role, identify capability gaps, then develop the skills for productive business conversations.

Practical work: Practise rapport, active listening, questioning, feedback, direct communication and empathy, then bring them together in a structured consultancy conversation.

Follow-through: Each participant develops an action plan and selects a peer for further coaching, feedback and practice.

What participants can take into work: Clearer consulting behaviours, a conversation structure and a peer-supported development plan.

Leadership Resilience At Regional Scale

60-minute webinar | 40-minute leadership fireside

The need: A geographically dispersed leadership group needs practical resilience support and a useful conversation with senior leadership.

The programme: A design for around 200 leaders combines reflection and practical tools with a moderated senior-leader fireside conversation.

Practical work: Interactive questions and discussion connect personal resilience, team priorities and actions to the pressures leaders are experiencing.

Preparation and support: Up to five discovery interviews inform the design. Advance preparation shapes the fireside discussion, with facilitation and online production support.

What participants can take into work: Personal and team resilience actions, informed by the organisation's current context.

Your next programme

Bring us the challenge



Share the challenge, who it affects and what you would like to see happening differently. We will help you choose a practical starting point and the support that will make it useful.

Start with…	For example…
The change you want	Our managers need to address performance issues earlier.
The people and context	Experienced specialists becoming managers across several countries.
Real situations	Feedback to former peers; competing stakeholder priorities; leading through uncertainty.
What already exists	Your competencies, values, materials, programme history and internal support.
The practical parameters	Participant numbers, locations, time, preferred delivery and available resources.
How you will recognise progress	The conversations, decisions or behaviours you want to see more consistently.

Start focused and build where useful

A workshop, a team session or a coaching engagement can be enough for the immediate need. Where the brief calls for a longer journey, we can connect the modules, application and support into a coherent programme.

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nolimits brings twenty years of programme experience to the design of practical development for your people.

Imagery: AI-generated illustrations of workplace learning; not photographs of clients or facilitators.