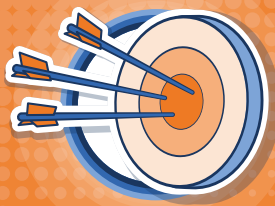




A glimpse into the kind of learning experiences we offer – whether it's one-to-one ripple-effect mentoring, immersive and thought-provoking learning offsites, or bite-size learning designed to create real impact in the moments we have.

At the heart of it, meaningful learning resonates, connects, and sparks something that lasts. We look forward to creating that opportunity with you. Click an icon to explore more.



Learning Ripples

Our most popular short-form interactive learning experiences.



Team Experiences

Our four focussed approaches for connection and learning.



Ripple-Effect Mentoring

Our practical support and guidance services for your development path.



Learning Experience Themes

Our essential building block learning experiences for equipping teams.



Leadership Experience Themes

Our leadership skills focussed experiences for developing leaders.



Empowering Employee Resource Groups

Our energising boosters for maximising the impact of ERGs.



CREATE THE RIPPLE



As an innovative global learning and development agency, we create premium experiential services to individuals, teams, and businesses who recognise that continuous professional and personal development provides a significant competitive advantage.



Our comprehensive learning service includes the orchestration and facilitation of bespoke sessions, designed to drive development and ignite the lightbulb of innovation.



Our content, always relatable, relevant, and engaging, is crafted to create impactful experiences that ensure absorption and retention. With each experience laced with a focus on humans, fostering kindness, curiosity, and positivity, we emphasise the key essential skills of the future.



Our learning packages are thoughtfully crafted to support your journey towards your medium and long-term aspirations. They're not just resources; they're a collaborative effort in your personal and professional growth, guiding you to reach important milestones.

We create many ripples by facilitating meaningful experiences.





CREATE THE RIPPLE

Learning Ripples

Our most popular short-form interactive learning experiences, designed for maximum impact, engagement and effect.



A Culture of Belonging:

Understand how belonging impacts engagement and team success, and how to create genuine inclusion. We'll discuss practical ways to create a shared sense of purpose and connection that enhances collaboration.



Shining a Spotlight on You:

Highlight your contributions confidently and build visibility that aligns with your professional aspirations. We'll look at techniques to communicate achievements authentically, making recognition part of your professional presence.



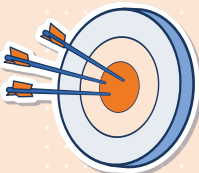
Our Bounceability:

Practical strategies to build resilience, allowing us to stay adaptable and engaged in a continually evolving environment. Learn methods for responding constructively to challenges, creating a foundation for sustained energy and progress.



Creating a Ripple Effect:

Explore how small, purposeful actions can lead to impactful change and inspire those around us. We'll focus on the lasting value of intention, illustrating how our actions contribute to broader positive outcomes.



Focused Productivity:

Explore effective strategies for staying productive and organised, balancing productivity with clear, intentional goals. This session offers practical techniques to prioritise tasks and maintain motivation throughout the day.



The Value of Kindness:

Kindness is more than just a gesture; it strengthens relationships and builds an environment of trust. This session highlights kindness as a choice that empowers others and enriches the workplace culture.

We create many ripples by facilitating meaningful experiences.





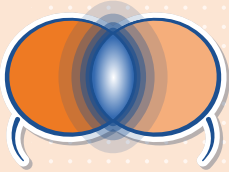
CREATE THE RIPPLE

Learning Ripples



Diversity of Thought:

Embrace diverse perspectives as a source of innovation and creativity, enriching our collective experience. This session explores how varied viewpoints can spark new ideas and enhance problem-solving.



Conversations That Matter:

Focus on navigating necessary yet sometimes challenging conversations with confidence. Discover practical techniques for approaching important discussions with clarity and confidence, making it easier to address tricky topics constructively.



Creative Thinking:

Unlock fresh ways of approaching challenges, encouraging an open-minded and innovative perspective. This session offers tools to build creative confidence, helping us see beyond traditional solutions and uncover new possibilities.



The Power of Curiosity

Discover how curiosity sparks new ideas, opens up fresh perspectives and encourages meaningful questions that create opportunities. This session will explore how curiosity enriches both personal growth and team dynamics, leading to more inspired collaboration.



Being an Impact Player:

This session focuses on developing a performance-driven mindset that aligns with core values of accountability, growth and meaningful contributions. Participants will explore key principles, such as taking initiative on critical tasks, seeking feedback, finishing strong, and supporting team efforts, all to create a lasting, positive impact within their role and the wider organisation.

These interactive learning experiences are designed to be accessible and engaging, offering valuable insights within shorter, interactive formats that fit into lunchtime gatherings, breakfast meetings or all employee learning opportunities. These are a selection of our most popular sessions, with many more to choose from.

We create many ripples by facilitating meaningful experiences.





Creating a space for connection and learning

Learning is most powerful when it's shared. Our team learning experiences are designed to bring people together in a way that is interactive, engaging, and thought-provoking. We create a space where individuals can connect, reflect, and grow – where real conversations happen, new perspectives emerge, and learning feels natural. These are not traditional training sessions; they are dynamic, experiential learning environments where insights are built through collaboration, and where laughter and connection play a crucial role. After all, what we learn in pleasure, we never forget.

Team Offsites Bringing people together

Team cohesion doesn't just happen – it's built through shared experiences, open dialogue, and a clear sense of purpose. Whether forming a new team, aligning around a shared vision, or focusing on performance and engagement, our team offsites create the space for meaningful conversations and collective action. We design experiences that strengthen relationships, clarify expectations, and help teams work better together – turning discussions and intentions into tangible actions.



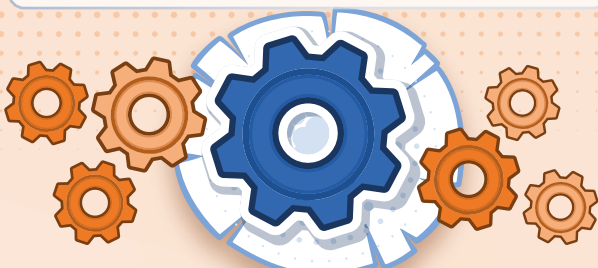
Leadership & Management Offsites Developing stronger leaders

Leadership doesn't exist in isolation – it's shaped through collaboration, accountability, and the willingness to grow. Our leadership and management offsites bring together individuals to strengthen leadership mindsets, build confidence, and create action-oriented collective behaviours. These sessions focus on practical leadership skills, generating clarity around roles, responsibilities, and the impact leaders have. More than just theory, this is about equipping leaders with the confidence and strategies to lead effectively in an ever changing world.



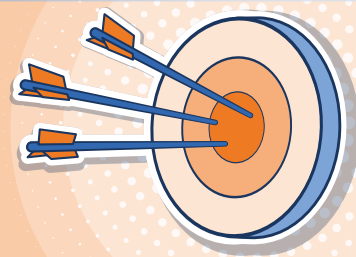
Cultural Change Embedding new ways of working

Change is inevitable; how we navigate it makes all the difference. Whether integrating teams, embedding new values, or shifting ways of working, our cultural change experiences provide the space to explore, align, and engage. We focus on making change something people feel part of – helping teams adapt, collaborate, and discover their place within evolving structures. Through honest dialogue and sharing of practical tools, we support teams in moving beyond transition to real transformation.



Targeted Learning Interventions Addressing key focus areas

Sometimes, teams need a focused learning experience aligned to a specific challenge or opportunity. Whether it's strengthening communication, tackling a leadership hurdle, or exploring a new way of working, our tailored interventions provide the environment for teams to explore, learn, and apply. These experiences are designed to be impactful and relevant – helping teams address real-world issues with fresh insights, practical tools, and the support needed for lasting change.



We create many ripples by facilitating meaningful experiences.





CREATE THE RIPPLE

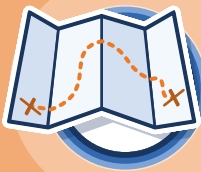
Ripple-Effect Mentoring



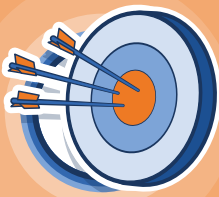
In the world of professional and personal growth, many find themselves seeking direction on their next steps. Enter the world of Create the Ripple mentoring services – a blend of rich, hands-on experience and a personal touch. It's not merely about advice; it's about journeying together, learning from practical experiences, and honing those essential skills pivotal for your career path.



Our approach is deeply rooted in practical learning. Imagine having a mentor who not only clarifies the 'what' and 'why' but also explores the 'how'. This hands-on approach, coupled with personalised attention, is what sets our services apart. Engage with us and discover that our sessions are more than discussions; they are catalysts to actionable strategies and essential skills that you can apply immediately, enhancing both your current role and future opportunities.



The essence of our service is empowering you with the knowledge and confidence to navigate both your current landscape and future prospects. Whether it's making the most of your present position, handling a significant career shift, adapting to changes, or seeking guidance in uncertain times, our tailored support ensures you're not just prepared but also equipped with practical tools for every step of your journey.



Our services are tailored for those who value experiential learning, personal growth, and practical outcomes. It's about building a partnership where your development, both present and future, is at the forefront, guided by expertise, nurtured through personalised support, and enriched with actionable insights.

We create many ripples by facilitating meaningful experiences.



Mentoring Paths



We offer a professional and approachable mentoring service, leveraging extensive cross-industry experience in leadership, learning and development. Our approach is straightforward yet supportive, inspiring clients to discover innovative ideas and fresh perspectives. Our mentoring focuses on creating an empowering environment, equipping individuals with the tools and confidence to carve their own paths towards success.

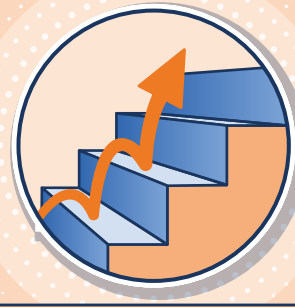
Professional Mentoring

Our sessions are designed to maximise career opportunities and skilfully handle professional challenges. Brimming with practical ideas and resources, we encourage actionable steps to excel in current and future roles. Our strategic mentoring aims to build resilience and enhance decision-making skills, aiding professionals in achieving their goals with clarity and adaptability.



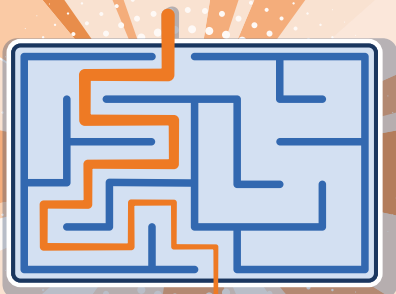
Career Mentoring

Ideal for those at a career crossroads or seeking to maximise their current job, our Career Mentoring offers a supportive space for exploring goals, setting realistic objectives, and developing a clear action plan. Whether aiming for a promotion, contemplating a career change, or striving to excel in your current role, our guidance is crucial for professional growth and advancement.



Change Mentoring

Tailored for navigating significant shifts in work or personal life, our Change Mentoring offers steady support and advice. We help simplify the complexities of change, equipping clients to adjust and embrace new challenges, emerging stronger and more competent.



On-Demand Mentoring

This service is for individuals requiring intermittent guidance. It serves as a flexible sounding board during moments of uncertainty or when facing unexpected opportunities or challenges. Our timely insights help transform these moments into significant milestones in professional development. This adaptable, on-demand mentoring ensures that expert advice is available precisely when it's most needed, providing a pivotal strategic boost.



We create many ripples by facilitating meaningful experiences.





CREATE THE RIPPLE

2025 Learning Experience Themes



Building Consultative Relationships

Building consultative relationships involves a strategic approach that combines insight with structured interactions. Focus areas include stakeholder analysis to understand key individuals and their motivations, using techniques like the Ladder of Inference to enhance communication. Emphasis is placed on crafting value propositions that align with client needs, employing active listening to uncover deeper insights, and developing frameworks for long-term partnerships that ensure mutual success.



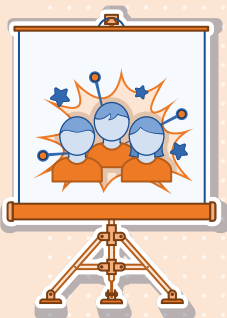
Internal Relationships

Strong internal relationships are key to creating a cohesive and successful team environment. Core themes include empathy mapping to deepen understanding of colleagues' perspectives, trust-building, and applying systems-thinking to enhance team dynamics. Practical strategies involve resolving conflicts constructively, enhancing psychological safety, and leveraging informal networks to improve collaboration and productivity.



Influencing Skills

Effective influencing draws on a deep understanding of decision-making psychology and strategic communication techniques. Key concepts include framing messages that resonate with others' values, using positive reinforcement to encourage desired outcomes, and storytelling to align emotional and logical appeals. The focus is on influencing with confidence, impact, and responsibility.



Business Presenting

Business presenting is not just about speaking to a group; it's about conveying ideas clearly and persuasively in any context. The focus here is on structuring content effectively, whether for formal presentations or everyday communications. This includes organising information for maximum clarity and impact, and mastering techniques for answering questions confidently and managing audience dynamics. Visual communication is also key, with an emphasis on data visualisation to enhance understanding. Additionally, voice modulation, effective body language, and strategies for engaging with others in various settings are explored to ensure clear and impactful communication.



Developing Gravitas / Personal Impact

Developing gravitas focuses on mastering the visual, vocal, and verbal elements that create a powerful presence. Key areas include projecting confidence, using strategic pauses and tone to command attention, and ensuring that communication is clear and authoritative. Emotional intelligence plays a crucial role in maintaining composure and influence, ensuring that personal impact is consistent and effective across various settings.

We create many ripples by facilitating meaningful experiences.





Learning Agility

Learning agility is about applying continuous learning in practical and relevant ways. The focus is on the principles of adaptive learning, including methods for quickly acquiring and applying new skills in real-world situations. This involves using microlearning techniques, seeking out peer learning opportunities, and recognising when to unlearn outdated practices. The experience also highlights creating personalised learning plans that align with current and future career goals, ensuring that knowledge and skills remain relevant and impactful.



Culture of Belonging

Creating a culture where everyone feels they belong is essential for an inclusive and productive work environment. Key areas include embedding DE&I principles into everyday practices, understanding diverse perspectives through empathy, and bias awareness. The experience also explores covering and the importance of authentic self-expression, as well as dialling up our noticing skills to become more aware of subtle dynamics. Leaning into important conversations, even when they are challenging, is emphasised to foster genuine understanding and connection. Psychological safety is a major focus, promoting open communication and ensuring that every individual feels valued and understood.



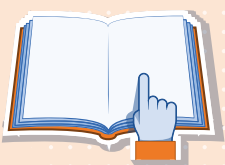
Critical Thinking and Curiosity (Problem Solving)

Critical thinking and curiosity are essential for solving complex problems. This experience introduces structured approaches to questioning and problem solving, such as using root cause analysis techniques to explore issues in more depth. Different types of curiosity—empathetic and epistemic—are explored to promote deeper understanding and innovation. Additionally, decision-making frameworks and systems-thinking are discussed, helping to balance analytical and creative thinking. Encouraging a questioning mindset is key to generating innovative, well-rounded solutions.



Growth Mindset 2.0 and Mental Agility

Growth Mindset 2.0 and Mental Agility are crucial for thriving in today's rapidly evolving landscape. This theme explores how to build resilience and adaptability by embracing challenges as opportunities for development. Techniques such as cognitive reframing, scenario planning, and continuous mental exercises help enhance cognitive flexibility and maintain clarity under pressure. The focus is on integrating future-focused skills like digital literacy and cross-disciplinary thinking into everyday practices. There's also an emphasis on fostering environments that encourage continuous learning, experimentation, and the acceptance of failure as part of the growth process, ensuring sustained personal and professional development.



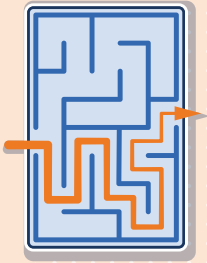
Storytelling

Storytelling is a powerful tool for influencing and engaging others. This experience focuses on the art of crafting compelling narratives that resonate with audiences in various contexts. Key elements include understanding the structure of a good story, using emotional appeal to connect with listeners, and aligning your message with the values and motivations of your audience. Storytelling is applicable in various scenarios, from enhancing business communications and gaining support for initiatives to inspiring others and conveying complex ideas in a relatable and memorable way.





CREATE THE RIPPLE 2025 Leadership Experience Themes



Leading Through Change

The ability to lead through change is essential for navigating the complexities of today's world, where both pace and priorities demand attention. This experience equips leaders with the mindset and strategies needed to manage uncertainty while maintaining focus on what truly matters. It explores how to turn challenges into opportunities, build resilience, and encourage innovation even amidst disruption. Effective communication during transitions is also a key focus, ensuring teams remain aligned, motivated, and ready to embrace the future. This is about being leaders who not only navigate change but thrive in it, guiding others to do the same.



Think Like a Leader

Leadership begins with the right mindset. This experience is designed to transform thinking, aligning it with the mindset of successful leadership. It focuses on the power of intentional thought, self-awareness, and strategic reflection. By cultivating a mindset that views challenges as opportunities, and developing the mental resilience required to lead with clarity and purpose, this experience revolutionises how decisions, challenges, and opportunities are approached, empowering leaders to inspire elevated thinking and action within their teams.



Cohesive Teams

A leader's effectiveness is reflected in the strength and unity of their team. This experience focuses on the art and science of building and leading cohesive teams, with a strong emphasis on trust, collaboration, and high performance. It explores how to create an environment where every team member feels valued, motivated, and aligned with the collective mission. From managing conflict to embracing diversity, this experience provides the tools to transform a group of individuals into a united, high-performing team that consistently achieves its goals.



Leadership Values

Leadership is deeply rooted in personal values. This experience encourages leaders to explore and clarify their own values while understanding how these align with organisational goals and team dynamics. It focuses on leading authentically by living these values and recognising the values of the team. By bridging the gap between individual and organisational values, this experience helps create a culture of integrity and shared purpose, ensuring that values serve as a guiding compass for every decision, action, and interaction.



Leading with Emotional Intelligence

Emotional intelligence is a cornerstone of impactful leadership. This experience explores the latest thinking in emotional intelligence, including positive psychology and the role of gratitude. It examines how to lead with empathy, manage emotions—both individually and within teams—and cultivate a culture that enhances engagement and performance. Techniques for building resilience, optimism, and a positive mindset are highlighted, ensuring that teams are empowered to thrive. Leading with emotional intelligence is about creating a supportive environment where people can excel together.

We create many ripples by facilitating meaningful experiences.

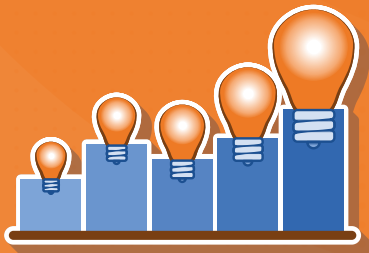
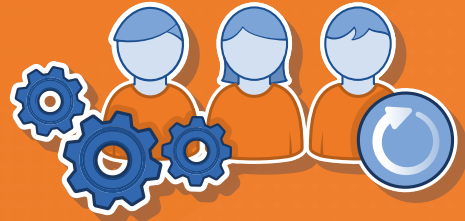




CREATE THE RIPPLE

Empowering Employee Resource Groups (ERGs)

Employee Resource Groups (ERGs) facilitate meaningful change within organisations and create immense potential to achieve even greater cultural impact.

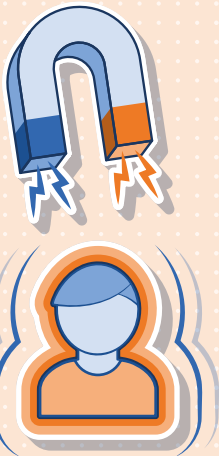


By promoting a greater sense of belonging and supporting diverse perspectives, ERGs contribute to innovation, employee engagement, and professional growth. Ensuring that groups thrive requires a proactive approach to developing skills, building confidence, and expanding reach.

Using practical case studies and relatable scenarios, these learning experiences support participants to apply what they learn directly to their ERG activities.



This suite of bite-size learning workshops is designed to empower individuals and organisations to maximise the impact of ERGs. Whether individuals are current members, looking to join a group, or encouraging more people to get involved, these sessions offer practical insights and tangible strategies for success.



Workshop 1: Influencing With Impact



Objective: Empowering ERG members to effectively communicate and influence

This session is tailored for individuals actively involved in ERGs, focusing on:

- Communicating ideas effectively with stakeholders, senior leaders, and peers.
- Receiving and acting on feedback with confidence.
- Building influence through clear, purposeful dialogue.
- Developing strategies to share ERG goals and achievements in compelling ways.

Attendees will gain practical strategies to represent their ERGs with confidence and enable meaningful conversations that create opportunities for growth and collaboration.

We create many ripples by facilitating meaningful experiences.





Workshop 2: Unlocking Your Potential

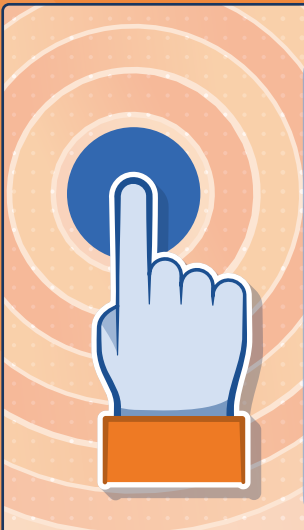


Objective: Encouraging new voices to join ERGs

Designed for individuals who may feel unsure about their suitability for an ERG, this workshop explores:

- Identifying transferable skills and recognising personal strengths.
- Building confidence to step into new opportunities.
- Practical steps to apply these skills within an ERG.

Whether just starting their journey or considering involvement, individuals will discover how their unique abilities can contribute to an ERG's success while experiencing personal and professional growth.



Workshop 3: Expanding the Circle



Objective: Attracting broader engagement and creating inclusive spaces

This workshop focuses on widening the reach of ERGs by equipping individuals with the skills to:

- Understand diverse perspectives and support open dialogue.
- Know when to listen and when to lead in discussions.
- Communicate in ways that encourage fresh ideas and inclusive thinking.
- Address perceived conflict constructively and position challenges as opportunities for growth.

Individuals will develop practical approaches to broaden ERG participation and create a collaborative environment where everyone feels valued and heard.

Making a Difference

By investing in the growth and development of ERGs, organisations can unlock potential—both for individuals and the wider business. These workshops provide the skills, confidence, and strategies needed to enhance the impact of ERGs and empower the amazing people who drive them. Let's support these groups to thrive and continue creating ripples of positive change.



Ongoing Learning Opportunities

Expand your learning journey with bite-size sessions on topics such as cultivating a curious mindset, creating greater impact through communication and collaboration, and building resilience and adapting to challenges. Discover how ongoing learning can support your personal and professional growth, helping you and your teams achieve even more.

We create many ripples by facilitating meaningful experiences.

