

# Learning & Development Brochure 2026

*PRACTICAL DEVELOPMENT FOR RESILIENT, HIGH-PERFORMING  
TEAMS.*

TRUSTED BY ORGANISATIONS ACROSS THE UK AND IN 45+  
COUNTRIES WORLDWIDE



# About Beam

Beam is a UK-based leadership and organisational development provider delivering practical, evidence-informed, human-centred training to public and private sector organisations within leadership, wellbeing and personal development.

Beam works alongside organisations to strengthen performance, culture and capability.

We partner with leadership teams, people functions and operational departments to build confident leaders, resilient teams and psychologically strong workplaces.

Our work sits at the intersection of behavioural science, performance psychology and organisational strategy, ensuring development is both human-centred and commercially relevant.

## **Our Focus**

We design and deliver development that strengthens:

- Leadership presence and decision-making
- Emotional intelligence and communication
- Resilience and sustainable performance
- Psychological safety and team culture
- Accountability and ownership

## **Our Approach**

Beam's delivery style is:

- Practical and application-led
- Engaging and psychologically safe
- Grounded in psychology and behavioural science
- Designed to translate learning into measurable performance
- We prioritise tools that delegates can apply immediately – not theory that stays in the room.

## **How We Work**

We support organisations through:

- Standalone workshops
- Structured leadership programmes
- Multi-session development pathways
- Bespoke design aligned to business strategy
- UK and international delivery available.



# Why Organisations Partner With Beam

Organisations don't invest in development for awareness alone. They invest to strengthen performance, capability and culture. Beam works with ambitious businesses that want development to make a measurable difference, not just fill a training calendar.

We understand the realities of human behaviour, performance pressure, culture changes and growth targets with all of our courses keeping this in mind.

We act as experienced, qualified partners who simplify the planning and delivery of development, ensuring both organisers and delegates feel fully supported. Many of our programmes become embedded into long-term leadership and culture strategies.

All of our courses are science-backed with a high focus on putting practical tools in learners hands to create immediate positive change.



## INVESTMENT GUIDE:

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Workshops from £550  
Half-day sessions from £1,595  
Full-day workshops from £2,650  
Multi-session programmes from £4,475

**Delivery formats:**  
In-person | Virtual | Hybrid  
8 -100+ delegates

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# Off The Shelf Training Options (OTS)

Our Off The Shelf (OTS) portfolio is a curated suite of proven workshops and programmes designed to address the most common leadership, resilience and performance challenges organisations face today. These sessions are ready to deliver immediately, enabling businesses to strengthen capability without design phases or unnecessary complexity.

### Flexible by Design

Although these courses are 'off the shelf', they are not rigid.

Each can be:

- Contextualised to your organisation
- Altered in duration
- Delivered as part of a wider programme
- Combined with coaching or follow-up sessions

If you require something fully tailored, bespoke programme design is also available.

Designed for organisations that want development to drive performance, not simply tick a training box.

# LEADERSHIP & MANAGEMENT

18hr

## LEADWELL

Six session (18hr) blended leadership development programme building resilience, emotional intelligence, communication confidence and sustainable leadership capability.

>15 DELEGATES

9hr

## STANDING STRONG

9 hour leadership programmes especially designed for those leaders who carry emotional labour. Focuses upon boundaries, difficult conversations, stress management and more.

>15 DELEGATES

9hr

## LEADING WITH STRENGTH

9 hour leadership programme for senior leaders and heads of department. Building leadership presence, credibility, communication and decision-making capability

>15 DELEGATES

3hr

## SAFE TO SPEAK (PSYCHOLOGICAL SAFETY)

A half day workshop focussed on building trust, openness and safe team cultures to strengthen leadership effectiveness and team performance.

>25 DELEGATES

3hr

## MANAGING DIFFICULT CONVERSATIONS

Half day workshop exploring difficult conversations, understanding why we avoid them and developing and practicing science-backed frameworks to handle feedback, emotional reactivity and nuanced conversations.

>25 DELEGATES



# WELLBEING & PERSONAL DEVELOPMENT

18hr

## PERSONAL RESILIENCE PROGRAMME

Six session blended personal resilience programme tackling resilience, emotional intelligence, mindset, resilience frameworks and more to create strong and resilient individuals.

>12 DELEGATES

6hr

## RESILIENCE MASTERCLASS

Full day (or 2 half days) workshop offering science-based tools to build resources, manage pressure, prevent burnout and sustain performance

>25 DELEGATES

3hr

## THE STRESS RESET

Experiential half day session explaining the neuroscience of stress, our stress responses, how to improve our tolerance to stress and practical stress reductions tools and techniques.

>25 DELEGATES

2hr

## MOVING THROUGH STRESS

A 2 Hour workshop that explains the impact of stress on our brain and body, our threat response (or "our inner chimp") and how to handle stressful situations.

>25 DELEGATES

2hr

## CREATING HEALTHY BOUNDARIES

Boundaries are essential to avoid stress and burnout. This 2hr workshop explores healthy and unhealthy boundaries and explains how to implement the good ones.

>25 DELEGATES

1hr

## UNDERSTANDING WORKPLACE LONELINESS

An important workshop on the science and psychology of loneliness. Understand the different types of loneliness, how loneliness impacts our cognition and how to help yourself and others.

>100 DELEGATES

# WELLBEING & PERSONAL DEVELOPMENT

2hr

## TACKLING YOUR INNER SABOTEUR

Learn how self sabotage shows up, why you may be avoiding success as much as failure in this 2hr workshop. With practical tools and frameworks to tackle your own inner saboteur.

>25 DELEGATES

1hr

## OVERCOMING MICRO STRESSORS

A one hour workshop looking at how small stressors can have a big impact! Learn practical techniques to identify and reduce small but impactful stressors.

>100 DELEGATES

1hr

## THE PURSUIT OF KINDNESS

This one hour workshop focuses on a very important topic. Explore how kindness can strengthen workplace culture and foster stronger teams with practical science-backed examples.

>100 DELEGATES

1hr

## THE BIG 5 OF SELF CARE

Understand why self care is more than bubble baths and massages. Explore five core pillars of self-care, including sleep, movement, and nutrition in this one hour transformative workshop.

>100 DELEGATES

2hr

## YOUR CONFIDENCE BOOST

Empower participants to break free from limiting beliefs and build authentic intrinsic confidence in this 2 hour interactive and engaging workshop. Learn how our confidence get broken and how to restore it.

>25 DELEGATES

2hr

## YOUR RESILIENCE BOOST

An engaging 2 hour workshop looking at the importance of resourcefulness within resilience. The session explores and offers practical tools to build resources and deepen resilience.

>25 DELEGATES

# WELLBEING & PERSONAL DEVELOPMENT

2hr

## UNMASKING IMPOSTER SYNDROME

Understand how imposter syndrome can show up, why more than 70% of us can experience it and importantly how we can manage our own inner imposter to create powerful results.

>25 DELEGATES

1hr

## PREVENTING WORKPLACE BURNOUT

This one hour workshop looks at the real issue of burnout. Understand how burnout manifests. Identify burnout signs early and implement preventative measures.

>100 DELEGATES

1hr

## EMOTIONAL REGULATION UNDER PRESSURE

In this one hour workshop delegates will understand how they can better manage their responses. They will leave with tools to regulate in real time using neuroscience and somatic practices.

>100 DELEGATES

1hr

## THE SCIENCE OF STILLNESS

Understand and rediscover the importance of stillness with compelling scientific theory combined with mindful, meditation and relaxation techniques. A powerful one hour session.

>100 DELEGATES

## Designed for Impact

Every one of our programmes, courses and workshops is created by experienced psychologists, therapists and coaches ensuring that every programme is:

- Outcome led
- Practical and application-focused
- Psychologically safe
- Grounded in psychology, behavioural and organisational science
- Built to translate learning into day-to-day performance
- Filled with practical tools that delegates can apply and use immediately.

# Examples of Other Topics We Deliver On:

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## EMOTIONAL INTELLIGENCE

**Your Emotional Intelligence Boost:** Develop self-awareness and interpersonal skills for better relationships.

**Cultivating a Growth Mindset:** Foster adaptability and resilience for lasting success.

**The Connection Cure:** Build meaningful relationships in an increasingly disconnected world.

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## STRESS & BURNOUT

**Beyond Burnout:** Explore the hidden emotional cost of high performance and how to recover.

**Dealing with Boreout:** Understand and overcome disengagement in the workplace

**Grounded & Unshakable:** Practical tools to feel safe, centred, and steady, no matter what.

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## WELLNESS & SELF CARE

**Self-Care for Men's Health:** Focused techniques to address unique challenges faced by men

**Functional Breathwork:** Leverage breathwork techniques to improve focus and reduce stress.

**Nervous System 101:** A beginner-friendly guide to inner regulation and stress resilience.

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## LEADERSHIP & TEAMS

**Think Again, Challenge Your Hidden Bias:** Understand the neuroscience of bias and how we can identify our own.

**Emotionally Intelligent Leadership:** Equip leaders with skills to manage emotions and inspire teams.

**Flourishing After Failure:** Redefine setbacks as springboards for growth. How to normalise failure, reflect wisely, and rebound with growth.

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# CASE STUDIES

## Strengthening Leadership in a Large National Organisation

### THE CHALLENGE

Senior leaders were operating under sustained pressure, with communication strain and reduced psychological safety across teams.

### OUR APPROACH

Beam delivered a structured leadership programme focused on emotional intelligence, decision-making under pressure and psychologically safe leadership practices.

### THE IMPACT

Leaders reported greater confidence, clearer communication and stronger cross-team trust. Practical frameworks were embedded into leadership and continue to shape culture.

## Supporting a Scaling Business

### THE CHALLENGE

A fast-growing organisation needed to equip newly promoted managers with stronger leadership capability during rapid expansion.

### OUR APPROACH

Beam designed and delivered a blended leadership pathway covering difficult conversations, accountability and sustainable performance.

### THE IMPACT

Managers developed greater confidence, improved decision-making clarity and stronger alignment between team culture and commercial objectives. The programme became part of their ongoing leadership development strategy.

## Preventing Burnout in a High Pressure Team

### THE CHALLENGE

An operational team was experiencing signs of burnout and reduced morale following prolonged performance demands.

### OUR APPROACH

Beam delivered targeted resilience workshops combining neuroscience education with practical stress-regulation tools and boundary-setting strategies.

### THE IMPACT

Participants reported improved stress awareness, stronger emotional regulation and greater openness around workload pressures, helping sustain performance without escalating burnout.

# Additional Services From Beam

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## ANNUAL WELLBEING PLAN

For organisations seeking a structured, proactive approach to wellbeing, our Annual Wellbeing Plan provides a calendar of strategically sequenced workshops aligned to key pressure points across the year. Designed to support sustainable performance, it ensures wellbeing is embedded consistently rather than addressed reactively.

FROM £6,000 PER ANNUM

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## 1:1 THERAPEUTIC COACHING

Our confidential 1:1 therapeutic coaching supports individuals navigating pressure, leadership complexity or personal challenges impacting performance. Combining psychology, coaching and somatic techniques, sessions provide practical tools alongside deeper reflection to strengthen clarity, confidence and emotional regulation.

FROM £90 PER SESSION

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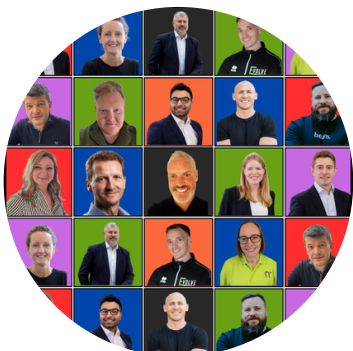


## EMOTIONAL LABOUR SESSIONS

Emotional labour can quietly impact leaders and teams who carry responsibility for others. These facilitated sessions create psychologically safe space to explore emotional load, boundaries and resilience strategies, helping individuals sustain performance without absorbing unnecessary strain.

FROM £750 PER SESSION

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## FREE LUNCH & LEARN SESSIONS

Through our People People community, we offer complimentary Lunch & Learn sessions for HR and People professionals. These interactive sessions explore emerging workplace topics, share practical tools and create space for professional connection and peer insight.

FREE (SEE WEBSITE)

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# Contact

For further information, detailed course outlines (including objectives and outcomes), or to discuss your organisation's bespoke needs, please get in touch.

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