

MORTAL  
FOOLS

# CONNECT

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**TRAINING &  
PROFESSIONAL  
DEVELOPMENT  
PROGRAMME FOR  
ORGANISATIONS,  
TEAMS, AND  
INDIVIDUALS.**

**Best external training  
I've been on. It was great  
to be away from my desk  
and learn by doing.**

Participant 2021

**The Mortal Fools' team were  
incredibly warm, welcoming,  
engaging and encouraging.  
You could see the difference  
in all those that participated  
by the end of the course.**

Organisation 2021

**For more information or  
to book email:**

**[Rachel.Horton@mortalfools.org.uk](mailto:Rachel.Horton@mortalfools.org.uk)**

**[www.mortalfools.org.uk](http://www.mortalfools.org.uk)**

## Mortal Fools is a multi award-winning theatre, drama and creative learning company in North East England.

Our purpose is to support people of all ages to form better inter-personal connections – strengthening people, groups and businesses.

**CONNECT** is our training and professional development programme for organisations, teams, and individuals. It uses a unique combination of techniques from actor training, theatre practice, business development theory and the social sciences to lead participants through a practical training process of identifying personal strengths, increasing knowledge, and developing new skills.

**CONNECT** training is delivered by experienced facilitators, directors and creative practitioners in environments which are genuinely supportive and accessible. Our skills workshops provide opportunities for groups and individuals; our participants range from large corporate companies and public bodies to SMEs and sole traders.

### PAST PARTICIPANTS

Our clients include:

- Virgin Money
- Newcastle University
- Ryder Architecture
- Northern Stage
- BALTIC
- Fundraising Everywhere
- National Trust
- Newcastle Council
- MINT Business Club
- North East Institute of Business Ethics
- Sunderland Culture
- Visual Arts Ireland
- Creative Wakefield

**Brilliant. So welcoming, supportive and open – everyone in the group had time and attention.**

Participant, Northern Stage

**Mortal Fools delivered training for us as part of our Unlock programme for artists and creatives in Sunderland. The workshop was engaging and interesting, full of up to date information, and delivered with care and focus. We received loads of positive feedback from participants.**

Sunderland Culture



The **CONNECT** programme offers dynamic and effective approaches to developing leadership practice, engaging communication, formal presentation skills, team dynamics, digital facilitation and emotional resilience & well-being.

CONNECT training is underpinned by three key themes:

### 1. BRINGING THE SUBCONSCIOUS INTO AWARENESS

This is what actors learn to do in their training so they can bypass their natural impulses and behaviours in order to believably present another character. We use a similar approach in our training, building both self-awareness and awareness of others to help us to manage our natural reactions, which can sometimes get in the way of what we are trying to achieve. Whilst we wouldn't want you to present another character, this process offers useful self-reflection, which you can use to adapt your behaviours to connect more effectively with different audiences.

### 2. RECOGNISING FEAR

Fear is our shorthand for what gets in the way – that negative voice in each of our heads. Fear speaks to us all in different ways and is shaped by everything we have experienced. Our fear can sometimes become so loud that it is debilitating. Through our workshop activities, we consider how fear drives our responses – even in the small things. Are we afraid of looking foolish, inexperienced, or lacking in knowledge? We consider how fear affects our body, mind and behaviour. We teach techniques to manage the impact of this, so we remain in control.

### 3. AUTHENTICITY

Our workshops are not '10 steps to...' Each person is an individual and so we advocate building on personal strengths and characteristics to develop an approach which works for you and your settings and enables you to be yourself.



**Engaging facilitators  
and interactive activities.  
Breadth of knowledge  
was fantastic.**

Participant, Newcastle University



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**I felt pushed out of my comfort zone and it was interesting to learn different techniques alongside psychological theory. All activities were really fun and had real meaning.**

Participant 2021

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**The training went brilliantly, and the feedback was so positive and very complimentary!**

Newcastle University

**I felt that the space was held so I felt I could express myself in the way I wanted.**

Participant, Ryder Architecture

**The training was brilliantly delivered, with lots of advice and tips on how to make the digital space more interesting, accessible and engaging! The session adhered so well to the principles we were learning about, that we all felt energised and inspired after over two hours on Zoom on a Friday afternoon. Quite some achievement!**

HATCH





**Training prices are quoted on enquiry.**

To find out more and to discuss your personal or organisational training needs, email:

[Rachel.Horton@mortalfools.org.uk](mailto:Rachel.Horton@mortalfools.org.uk)

# THE CONNECT PROGRAMME

This is a flexible training programme, structured to meet your needs. You can book places on an open workshop or organise bespoke single workshops or multi-session programmes tailored to your organisational needs. As part of our offer, our Business Development Manager will support you to decide on what training is most suited to your needs and to get the most out of your budget.

All training includes detailed post-session notes, including signposting to further free resources and access to a closed CONNECT Facebook group to share practice amongst participants. As an additional offer, we can offer coaching for individuals and small groups to further build on learning, which can be integrated into training programmes.

We strive for our training to be as accessible and inclusive as possible. We are able to adapt our training for specific accessibility needs.

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**Engaging, fun, reflective  
and great team building.**

Participant 2021

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# CONNECT DIGITAL TRAINING FOR CHANGING TIMES

The following workshops are designed to be delivered via Zoom for 6–20 participants.

*(These sessions can be adapted to in person sessions for 6–16 participants or shorter webinars for larger audiences)*

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I found the workshop was more therapeutic than I had expected. By the end I felt so confident, not just in communicating, but in myself. I absolutely loved the workshop.

Participant, Northumbria University





## CONNECT: THROUGH CONFIDENT COMMUNICATION ON DIGITAL PLATFORMS

This workshop explores how to translate compelling, clear and authentic communication skills to digital platform engagements. Through a practical approach, we'll teach you through some communication theory and key approaches designed to help you get your message across in an engaging and positive way for your audience.

### This workshop is ideal for:

- People presenting online
- People running/hosting/participating in online meetings
- People delivering and facilitating online workshops
- People using video/audio to deliver communication messages
- People using their social media channels to engage with their audiences.

### This workshop covers:

- Presenting your activity for the first time online
- How to manage what people see, hear, feel and think during your session
- Keeping people engaged
- Protocols for chat / Qs / comments
- Basic online facilitation skills.

**DURATION: 2HRS 15MINS**

## CONNECT: THROUGH DIGITAL FACILITATION

This workshop explores how to hold digital spaces effectively and confidently. It is designed for people already engaging digitally, who want to take the next steps to build on their digital facilitation and communication skills. The session explores how to integrate effective people management, with compelling communication whilst utilising digital platform functionality for best effect. You will leave with an understanding of how to put your audience or participants needs at the heart of your digital engagement, which will support you to facilitate a positive, productive, collaborative, engaging, well-managed, high-quality experience for all involved.

### This workshop is ideal for:

- People presenting online
- People running/hosting/participating in online meetings
- People delivering and facilitating online workshops
- People using video/audio to deliver communication messages
- People using their social media channels to engage with their audiences.

### This workshop covers:

- Effective people centric facilitation online
- Leading with confidence – balancing managing people and digital functionality
- Building trust through a screen
- Maximising contributions of your participants
- Using positive language and 2-ways signals
- Balancing inclusivity with clear management
- Blended facilitation.

**DURATION: 2HRS 30MINS**

## CONNECT: THROUGH RESILIENCE IN UNCERTAINTY

In this workshop, we consider the ways our brains and bodies work in stressful situations, with particular emphasis on situations where we have a lack of control. We'll take you on a practical exploration of the stress response, touching on neuroscience and psychological theory to deepen our understanding and learn practical ways to recognise and then outsmart our natural tendencies.

### This workshop is ideal for:

- People wanting to understand more about stress and its effects
- People wanting to learn new ways to become more resilient
- People wanting to support others to become more resilient
- People leading teams or organisations and wanting to integrate resilience into your culture.

### This workshop covers:

- Understanding the effect of the stress response on body and mind
- Dealing with uncertainty and lack of control
- Common pitfalls and ways to avoid them
- Practical ways to boost personal and team resilience.

**DURATION: 2HRS 15MINS**

## CONNECT: THROUGH DYNAMIC LEADERSHIP IN TIMES OF CHANGE

This workshop is a practical exploration of how to maximise your natural characteristics for effective and inventive leadership of teams, groups and organisations. We'll walk you through how to implement psychological theory and simple techniques in your day-to-day work to boost commitment, motivation and resilience of those you work with.

### This workshop is ideal for:

- People working in all levels of leadership
- People wanting to take a personalised approach to leadership
- People wanting to learn new ways to support their people
- People wanting to learn practical approaches to change management.

### This workshop covers:

- Personality profiling to identify key preferences and strengths
- Peer-to-peer learning to utilise those strengths
- Psychological theory linked to motivation, persuasion and managing conflict
- Understanding and managing change.

**DURATION: 2HRS 15MINS**

**I did the workshop this morning and your facilitators were just brilliant. Entertaining as well as informative.**

Participant, The Inkling Studio

**Out of my comfort zone but loved every minute.**

Participant, Ryder Architecture



## CONNECT: THROUGH DEFINING YOUR WHY

This workshop will focus on developing an elevator pitch – it will get participants thinking about who they are, what they do professionally, their personal values, their professional passions and how to effectively communicate that in a few lines. Professional roles, projects and portfolios of work can be so varied; like a beautiful pick and mix – it can be difficult to know where to start to confidently communicate it when it matters; networking events, LinkedIn/social media, project pitches, funding applications, job applications etc. This session is all about empowering individuals in their role, to effectively communicate what they do with confidence and to tap into their professional “why”.

### This workshop is ideal for:

- People attending networking events
- People lacking confidence talking about themselves professionally
- People with broad portfolios of work
- Freelance professionals working across art practice/sectors/projects
- People feeling lost, overwhelmed and demotivated
- People pitching for work, projects, funding, clients etc.

### This workshop covers:

- Finding your voice and managing fear
- Formulating a clearer articulation of professional purpose– the WHY and passion drivers
- The impact of language choice
- To devise a personal communication strategy using the WHY, HOW and WHAT structure
- Practical tools to develop confidence in self-promotion and holding spaces with presence– including delivering an elevator pitch in a safe space with others
- Collective discussion about why effective personal communication in professional contexts can be challenging.

**DURATION: 2HRS 15MINS**

## CONNECT: THROUGH MANAGING DIFFICULT CONVERSATIONS

This workshop will help participants feel more confident and equipped during challenging professional interactions with individuals and in a group situations. Participants will explore delivering feedback, recognising emotional responses, effective communication and preparation strategies, setting boundaries and the role of personal resilience. These types of professional conversations may be uncomfortable, but this workshop will help participants hold spaces in a professional and fair way, making them productive and rewarding, even when the content is challenging.

### This workshop is ideal for:

- Leaders of teams and business owners – anyone managing people
- People feeling disempowered in professional interactions
- People who want to increase their confidence, personal resilience and professional assertiveness
- People who avoid or struggle having difficult conversations or delivering feedback
- People who struggle receiving feedback
- People who struggle to manage emotional responses in a professional context.

### This workshop covers:

- Approaching difficult conversations with presence and courage
- Leading and listening with confidence
- Moving beyond common pitfalls and triggers
- Facilitating effective and safe group conversations
- Effective tools for planning conversations and managing outcomes
- Managing emotional responses.

**DURATION: 2HRS 15MINS**

## CONNECT: THROUGH CULTIVATING A GROWTH MINDSET

This workshop supports participants to explore what a growth mindset is versus a fixed mindset. It focuses on how to recognise a fixed mindset as a fear response to change and how to empower others to embrace a growth mindset. Most of us will recognise telling ourselves, "I can't..." or "I'm not..." from time to time, but what we might not realise is how this type of self-talk diminishes and undermines our confidence, affects those around us and reduces the ability to respond to challenges with innovation and creativity. In a changing world, that's catastrophic for organisations, teams and individual personal and professional development.

### This workshop is ideal for:

- People facing or struggling with change and uncertainty
- People wanting to invest in and develop their leadership practice
- People who want to embrace innovation and curious creativity into their work
- Leaders of teams and business owners – anyone managing people.

### This workshop covers:

- What is a Growth Mindset and how it compares to a Fixed Mindset
- How Mindset manifests at work
- The importance of leading by example and fostering creative bravery in your professional culture
- The role of fear and uncertainty as barriers
- Championing failure as essential to learning, progress and innovation
- Practical ways to cultivate a growth mindset in yourself and your teams.

**DURATION: 2HRS 15MINS**

## CONNECT: THROUGH FACING YOUR IMPOSTER SYNDROME

This workshop is about pulling the mask off imposter syndrome; that feeling that you aren't good enough, you're just making it up as you go along and that you will be found out any day now! Participants will explore the power of vulnerability and imposter syndrome as an emotional response to an environment and triggers. In this session, they will learn what imposter syndrome is, how it is pervasive and fuelled by modern society, strategies to increase self-belief and personal resilience alongside how to support others crippled with imposter syndrome.

### This workshop is ideal for:

- People facing or struggling with change and uncertainty
- People who want to increase their confidence, personal resilience and professional assertiveness
- People feeling disempowered and unseen professionally
- People feeling lost, overwhelmed and demotivated
- People starting a new project and/or entering a new team
- Freelancers and self-employed without people and peers around them to support.

### This workshop covers:

- What imposter syndrome is and how it impacts people in professional contexts
- How imposter syndrome affects those around you
- Managing self-doubt whilst approaching situations with courage
- Recognising triggers
- The role of personal resilience
- Strategies to overcome it.

**DURATION: 2HRS 15MINS**

# **CONNECT**

## **REAL WORLD TRAINING FOR BIGGER BOLDER IMPACT**

The following sessions are designed for in person delivery for 6–16 participants and we can deliver nationally.

We can deliver in a venue of your choice but we also work with a selection of highly accessible, attractive, and welcoming host venues when delivering training in the North East. All sessions can include refreshments and lunch for a full day session.

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**Thank you for the training – Anna and Stan created a very warm and open environment; every contribution felt valued.**

Participant 2021

**The workshop evoked such positive conversation amongst the group. Really insightful and I have a whole new outlook.**

Participant 2021







## CONNECT: THROUGH POWERFUL COMMUNICATION

This full day session is designed for people who want to increase their personal impact and need to communicate effectively with a range of people within different contexts; from larger audiences to small groups to one-to-ones. You will explore different layers of communication – physical, verbal and psychological and experiment in a safe space with new tools and strategies, which will help you authentically connect and engage with others.

The workshop will help you learn how to forge positive connections with your audience, how to tailor your delivery to suit different people, how to manage your body, mind and emotions in the process and increase your understanding of how interpersonal dynamics work.

### **This workshop is ideal for:**

- People presenting or pitching
- People running/hosting/participating in meetings
- People in leadership positions
- People lacking confidence and impact when delivering communication messages
- People building relationships and needing to effectively engage with their audiences.

### **This workshop covers:**

- The different levels of communication and how they interact
- Exploring interpersonal dynamics and how they work in real life scenarios
- Using your voice to engage and communicate confidently
- Using your body language to give clear, positive signals
- Managing interactions and relationship building
- Managing your own emotions within uncomfortable situations
- Stepping out of your comfort zone and quieting the negative voice in your head.

**DURATION: FULL DAY**

## CONNECT: THROUGH DYNAMIC LEADERSHIP

This full day session promotes a creative attitude to leadership and is suitable for leaders at all levels. Across the day, we will work with you to reflect on and build an authentic leadership style and practice that is adaptable, responsive and evolutionary.

The workshop explores the relational dynamics inherent in leadership and supports you in both identifying and making the best use of your personal qualities, skills and attributes. This session is designed for those who recognise that good leadership is an essential component to empowering people. We will explore how you can do that by building trust, creating nurturing environments, empathising, listening, effective and authentic communication, investing in relationships and building connections.

### This workshop is ideal for:

- People in leadership positions
- People aspiring to leadership positions
- People wanting to increase their personal impact
- People wanting to support, engage, lead, empower and influence others.

### This workshop covers:

- Identifying your leadership style and building your leadership practice
- How to lead by example
- The rider and the elephant – how to motivate others
- The importance of interpersonal dynamics and building authentic relationships
- Effective and impactful communication
- How to positively influence others.

**DURATION: FULL DAY**

## CONNECT: THROUGH IMPACTFUL PRESENTATIONS

During this session, you will work with a theatre director to develop your performative presentation skills, applying similar techniques to those used in a theatre rehearsal process, considering structure and how to present your content to an audience in a compelling way. This session focuses on crafting your message and compelling delivery whilst identifying, then understanding and meeting your audience needs.

This workshop is designed as a progression for those who have participated in Mortal Fools Communication workshop and want to develop their skills further to help with increasing personal impact during formal presentations, pitches, speaking engagements or client and colleague meetings. It can also be delivered as stand-alone session if preferred to prepare for a specific presentation or pitch!

### This workshop is ideal for:

- People presenting, pitching or public speaking
- People running, hosting or facilitating meetings
- People in leadership positions
- People lacking confidence and impact when delivering communication messages.

### This workshop covers:

- Effective and impactful use of body language and voice
- Rehearsal techniques
- Practical tips to manage fear and quieting the negative voice in your head
- Successfully owning and using space and visual aids
- Practising presenting on stage in front of an audience
- Personalised feedback and coaching from Mortal Fools.

**DURATION: FULL DAY**

## CONNECT: THROUGH INCREASING EMOTIONAL RESILIENCE

During this half day session, you will learn how to identify your own stress responses and triggers and how to utilise practical tools to manage and reduce the chemicals induced by stress and fast paced modern living. You will have a go at putting into practice techniques used by actors for preparation and managing stage fright.

This workshop also explores ways to create and maintain a low stress workplace environment and organisational culture. By building resilience into the challenges of everyday work and life, we can also boost motivation, creativity and productivity in the workplace.

### This workshop is ideal for:

- People wanting to understand more about stress and its effects
- People wanting to learn new ways to become more resilient
- People wanting to support others to become more resilient
- People leading teams or organisations and wanting to integrate resilience into your culture.

### This workshop covers:

- Understanding the physical and chemical effect of the stress response on body and mind
- Build an understanding of fundamental human needs
- Dealing with uncertainty and lack of control
- Common pitfalls and ways to avoid them
- Practical ways to boost personal and team resilience
- Fostering a workplace environment that boosts well-being.

**DURATION: HALF/FULL DAY**

**The session made me think about stance, breathing, diction, eye contact, interaction and content of my presentation.**

Participant, Ryder Architecture

**Good balance between reflective activities and learning new approaches for stress management and keeping balance.**

Participant, Northern Stage





## CONNECT: THROUGH TEAM DEVELOPMENT

Our Team Development sessions are designed bespoke in response to your needs. They offer time out of the office to work on issues you are facing with the support of our creative facilitators to lead facilitated discussions and creative activities to illicit responses on specific topics or themes. This session can be used to support change processes, to consider and reframe challenges in new, practical ways or as a team-building day.

**DURATION: HALF/FULL DAY**

## CONNECT: THROUGH 1-2-1 PERSONAL COACHING

Our 1-2-1 sessions are personalised support for individuals to work on specific areas of personal and professional skills development with support from one of our creative practitioners. They offer a deeper level of investment in skills development, a safe environment to explore, grow and evolve which is wholly tailored for an individual's needs and interests.

1-2-1 sessions can be a direct follow-on from our group workshops, ad hoc/one offs or form part of a longer bespoke professional development plan.

**DURATION: 1 HOUR PER SESSION**

## CONNECT: BESPOKE TO YOU

In addition to the training subject options listed, we can also combine elements or design a workshop to meet your organisation's requirements. This includes shorter "taster" versions of sessions for your away day, conference or event. Get in touch to find out more.

**It was a really lovely experience. I definitely feel better equipped for the future. Really appreciated your support and encouragement too.**

Participant 2021

**Quality delivery and many lessons learned for implementation.**

Participant, Newcastle University

**I just did the CONNECT workshop and it was brilliant. Really useful, practical tips, that will help me take my work online. Thank you, your facilitators were awesome!**

*Participant, Freelance Artist*



# PROFESSIONAL DEVELOPMENT TRAINING WITH A SOCIAL PURPOSE

By taking part in one of our workshops, or buying in our CONNECT training for your organisation, not only will you be receiving high-quality, specialised training from an experienced and knowledgeable team, but you will also be supporting Mortal Fools' work with children and young people across the North-East.

Mortal Fools is a registered charity. Our CONNECT training programme income is used to subsidise our work with children and young people. This includes using drama and theatre to support the skills development, group working and well-being of some highly vulnerable and isolated young people.



## CONNECT WITH MORTAL FOOLS

If you'd like to find out more about Mortal Fools' CONNECT training offer or to chat about your personal or organisational training needs, email: [Rachel.Horton@mortalfools.org.uk](mailto:Rachel.Horton@mortalfools.org.uk)

To find out more about Mortal Fools' work, visit [www.mortalfools.org.uk](http://www.mortalfools.org.uk) and connect with us on our social media platforms [@mortalfoolsUK](https://www.instagram.com/mortalfoolsUK)







**I feel like this will make  
a genuine difference.**

Participant, Newcastle University



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**Good variety of  
techniques, very  
engaging conversations,  
fun, easy to participate...  
I did things I never  
thought I'd do!**

Participant, Ryder Architecture

Follow us on:



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