



Welcome to the

# NOV8 Book of Spells

Your Guide to Creating Corporate and Personal Magic...

# Guide to the NOV8 Book of Spells...

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Just Imagine...

An Organisation Aligned around a Shared Purpose

Inspiring Leaders achieving Brilliance

Teams effortlessly leveraging their Talents

Being the best You can Be

All business Partners Co-creating, Steering and Delivering  
a Stunning joined up Story:

Finance, IT, HR

Fantastic Success...and Wellbeing for All

Here are the **SPELLS** to make this **REALITY**...



# Our Spells - A Magic Map

## WHO Is it for?



- |   |   |   |   |  |   |  |  |
|---|---|---|---|--|---|--|--|
| <ul style="list-style-type: none"> <li>• Make it Happen!</li> <li>• Transformational Coaching/ Mentoring</li> <li>• Stress Uncovered</li> <li>• Centred for Success</li> <li>• Individual Values Assessment</li> <li>• MBTI for Transformation</li> </ul> | <ul style="list-style-type: none"> <li>• Inspiring Leadership Teams</li> <li>• Transforming Teams</li> <li>• MBTI for Transformation</li> <li>• NLP Business Diploma</li> </ul> | <ul style="list-style-type: none"> <li>• Cultural Transformation</li> <li>• Stress Uncovered</li> <li>• Centred for Success</li> <li>• The Art of Creating a Compelling Story</li> <li>• Dark Art of Potent Presentations</li> <li>• Presenting with Potency</li> <li>• Dark Art of Project Management</li> <li>• NLP Business Diploma</li> </ul> | <ul style="list-style-type: none"> <li>• Leadership Values 360 Assessment</li> <li>• Inspiring Leaders</li> <li>• Inspiring Leadership Teams</li> <li>• Make it happen – for Leaders</li> </ul> | <p><b>For Non-Finance</b></p> <ul style="list-style-type: none"> <li>• Funky Finance</li> <li>• Dark Art of Budgeting</li> </ul> <p><b>For Finance</b></p> <ul style="list-style-type: none"> <li>• Dark Art of Potent Finance Presentations</li> <li>• The Art of Partnering</li> <li>• NLP Diploma for Finance</li> <li>• Partnering Programme</li> <li>• Finance Coaching /Mentoring</li> </ul> | <ul style="list-style-type: none"> <li>• Funky IT</li> <li>• Partnering Programme</li> <li>• Compelling Case Studies</li> <li>• IT Coaching /Mentoring</li> </ul> | <ul style="list-style-type: none"> <li>• Funky HR</li> <li>• Partnering Programme</li> <li>• HR Coaching /Mentoring</li> </ul> | <ul style="list-style-type: none"> <li>• Inspiring Teachers</li> <li>• Cultural Transformation for Schools</li> <li>• Centred for Success</li> </ul> |
|---|---|---|---|--|---|--|--|



# Magic Spells for:

## Individuals, Teams, Organisations and Leaders

### Individuals

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- Transformational Coaching / Mentoring
- Stress Uncovered
- Centred for Success
- Individual Values Assessment
- Myers Briggs for Transformation

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- NLP Business Diploma

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- NLP Business Diploma

### Leaders

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- Leadership Values 360 Assessment
- Inspiring Leaders
- Inspiring Leadership teams
- Making it Happen for Leaders



# Individuals

*"Thanks you so much for your mentoring – it was fantastic and you do not know how much difference you have made to mine and my family's lives"*

**J Quick HR Director**



Spell	What is it?	Who is it for?	Duration	How is it delivered?
<b>Make it happen!</b>	Inspiring course with powerful and practical techniques for getting absolute clarity on what you really want then identifying the steps to make it happen.	Those who desire clarity and courage because they are: <ul style="list-style-type: none"> <li>• facing change</li> <li>• feeling 'stuck'</li> <li>• seeking to fulfill their potential</li> </ul>	1 day	<ul style="list-style-type: none"> <li>• Public Course</li> </ul> Pre-work: each participant to bring a desired outcome to the course
<b>Transformational Coaching / Mentoring</b>	One to one coaching to inspire and empower individuals to clarify and create their desired reality	Those who desire clarity and courage because they are: <ul style="list-style-type: none"> <li>• facing change</li> <li>• feeling 'stuck'</li> <li>• seeking to fulfill their potential</li> </ul>	4 to 6 two and a half hour sessions	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> <li>• Specialist Finance / IT / HR options available</li> </ul> (Optional magical ingredients: MBTI / NLP / Values Assessments)
<b>Stress Uncovered</b>	An insightful and thought provoking workshop which focuses on transforming how people perceive, experience and respond to stress in both themselves and others.	Those who want to understand more about what stress is, the causes and what can be done about it, at work and / or at home.	1 day	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• Public Course</li> </ul>
<b>Centred for Success</b>	One to one coaching specialising in transforming unhelpful states, beliefs and behaviours	People seeking to manage stress and anxiety	3 to 6 two and half hour sessions	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul>
<b>Individual Values Assessment</b>	Powerful one to one discovery session to create a personal map for transformation based on personal values.	Those who are seeking to better understand themselves in the context of their current and future work environment	On-line questionnaire followed by a two and a half hour feedback session	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul>
<b>Myers Briggs for Transformation</b>	A personality typing tool to raise awareness of self and others: <ul style="list-style-type: none"> <li>• Source of energy</li> <li>• Communication</li> <li>• Decision-making</li> <li>• Life-style</li> </ul>	People who want to understand how to get the best from themselves and those around them	90 minute individual session  and/or 1 day course	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• Public Course</li> <li>• With your organisation</li> </ul>



# Teams

*“Excellent trainers and very good interaction with the whole team”*

**S Dutton, Team leader,  
UIA Insurance**

*“I liked the in-depth personal search of values best”*

**A Wood, Claims Handler,  
UIA Insurance**

*“With a greater understanding of myself and my colleagues I can work more effectively”*

**D Gordon, Account Manager,  
CIMA**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
Inspiring Leadership Teams	A team event to inspire and empower leadership teams to become a powerful collective and create a joined up leadership story	Leadership teams	2 days	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Prior to the event: <ul style="list-style-type: none"> <li>• 360 Leadership Values Assessment and one to one feedback sessions</li> <li>• Completion of online Team Values Survey</li> </ul>
Transforming Teams	A team event to inspire and empower teams to become a powerful collective: <ul style="list-style-type: none"> <li>• Raise awareness of self, others and team dynamics</li> <li>• Create and energise shared purpose, mission and values</li> </ul>	<ul style="list-style-type: none"> <li>• New teams</li> <li>• Merging teams</li> <li>• Teams desiring to re-energise</li> <li>• Teams in conflict</li> </ul>	2 days	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Prior to the event: confidential on-line team values survey
Myers Briggs for Transformation	A personality typing tool to raise awareness of self and others: <ul style="list-style-type: none"> <li>• Source of energy</li> <li>• Communication</li> <li>• Decision-making</li> <li>• Life-style</li> </ul>	People who want to understand how to get the best from themselves and those around them	90 minute individual session Half day or Whole day for team events.	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• Public Course</li> <li>• With your organisation</li> </ul>
NLP Business Diploma (certified by INLPTA)	An introduction to NLP in a team context, giving participants techniques to use in their everyday lives.	Teams wanting to transform how they communicate, behave, interact to unlock their collective brilliance.	4 days (configured to suit)	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul>



# Organisations

*"I appreciate the energy, expertise and commitment to making a difference"*

**J Hutchinson, Business Development Director, CIMA**

*"The energy and passion of the facilitators was infectious"*

**K Nash, Strategy team, John Lewi**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
Cultural Transformation	A values-based approach which guides an organisation to understand where they are, where they want to be and how they are going to get there. And they can measure it.	Organisations seeking to change their culture in a way that embraces the values of their people.	3 - 5 one day workshops over a 9 - 12 month period tailored to suit	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Supported by 2 confidential on-line organisational values survey (before and after) with options to collate results by region / department / hierarchy etc
Stress Uncovered	An insightful and thought provoking workshop which focuses on transforming how people perceive, experience and respond to stress in both themselves and others.	Those who want to understand more about what stress is, the causes and what can be done about it, at work and / or at home.	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
Centred for Success	An innovative and practical approach to managing well-being in the workplace: <ul style="list-style-type: none"> <li>• Strategic guidance</li> <li>• Diagnostics</li> <li>• Manager Training</li> <li>• One to one coaching</li> </ul>	For organisations who desire to manage well-being in a pragmatic, and empowering way that promotes success for all.	Modules range from: <ul style="list-style-type: none"> <li>• 2.5 hour coaching</li> <li>• 2 hour bite size sessions</li> <li>• 1 day workshops</li> </ul>	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> A series of modules available stand-alone or as a programme
The Art of Creating a Compelling Story	Transforms how people approach communicating their product, solution or ideas to customers and stakeholders.	People seeking a more powerful and authentic way to create connection for success: <ul style="list-style-type: none"> <li>• Business Development Teams</li> <li>• Sales Teams</li> </ul>	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
The Dark Art of Potent Presentations	A course which shows how magic can be woven into any presentation through creating a clear story that is compelling for your audience.	People who desire to create and present information in a way that connects with their audience.	1 day 3 hour bite size	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul> Tailored version for finance people available



more...



# Organisations continued

*"I appreciate the energy, expertise and commitment to making a difference"*

**J Hutchinson, Business Development Director, CIMA**

*"The energy and passion of the facilitators was infectious"*

**K Nash, Strategy team, John Lewis**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
Presenting with Potency	A course which takes the world of business communication and injects it with the world of theatre. Transforms routine presentations into a compelling and engaging experience.	People who desire to bring more passion, courage and energy into their presenting.	1 day 3 hour bite size	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
The Dark Art of Project Management	A course which looks at the heart and soul of project management using an innovative and practical case study.	Anyone involved in projects either as a Project Sponsor, Manager, Team member or Board Director.	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul>
NLP Business Diploma (certified by INLPTA)	An introduction to NLP giving participants tools to use in their everyday lives.	Anyone in business wanting to transform how they communicate, behave and interact. To unlock their individual brilliance.	4 days (configured to suit)	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul>



# Leaders

*"Thanks for an excellent session...we all thought it would take us up to six months to reach the same point had we tried on our own. We are putting the first steps into action next week..."*

**M Terry, Financial Controller, Denplan**

*"We went into the session thinking we needed one thing, and came out realising we needed something completely different! Everything has been flowing ever since – it was amazing!"*

**S. Gilkes, Partner, Your Impact**



Spell	What is it?	Who is it for?	Duration	How is it delivered?
Leadership Values 360 Assessment	A powerful 360 leadership diagnostic tool with feedback session.	Leaders who wish to understand how they are perceived by those around them to develop their own authentic leadership style.	An on-line questionnaire followed by a 2.5 hour feedback session. Further 2.5 hour coaching sessions optional	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul>
Inspiring Leaders	A programme blending diagnostics*, group sessions and individual coaching.  *Includes 360 Leadership Values Assessment)	Leaders who wish to take the next significant step in their leadership journey	Between 4-6 months	3 one day workshops ; 4 individual coaching sessions including diagnostic feedback  <ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public course</li> <li>• Individuals (6 two and a half hour sessions over 6 months instead of group workshops)</li> </ul>
Inspiring Leadership Teams	A team event to inspire and empower leadership teams to become a powerful collective and create a joined up leadership story	Leadership teams	2 days	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Prior to the event: <ul style="list-style-type: none"> <li>• 360 Leadership Values Assessment and one to one feedback sessions</li> <li>• Online completion of Team Values Survey</li> </ul>
Make it Happen – For Leaders	A facilitated session applying powerful and practical techniques to clarify and energise outcomes and identify the steps to make it happen.	Small leadership teams who desire clarity and energy as they are: <ul style="list-style-type: none"> <li>• facing change</li> <li>• feeling stuck</li> </ul>	½ day or 1 day session	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Pre-work: team to prepare and bring a desired outcome to the session



# Magic Spells for:

Non-Finance, Finance, IT and HR

## Finance for Non-Finance

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- Dark Art of Budgeting

## Finance for Finance

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- NLP Diploma for Finance
- Partnering Programme
- Finance Coaching / Mentoring

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- Compelling Case Studies
- IT Coaching / Mentoring

## HR

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- Funky HR
- Partnering Programme
- HR Coaching / Mentoring



Book of Spells

# Finance For Non-Finance

*"Funky Finance really has made it all rather easy to understand, and yes interesting. I actually understand what capital expenditure is"*

**The Stephen Fry**

*"I will not be asking the finance team for money and telling them it's 'because I need it', I now realise the importance of having to give them all the information as to why I need it and how it will benefit the company as a whole"*

**D Read, IT Director,  
CBS OUTdoors**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
Funky Finance (ILM- approved Endorsed)	Innovative, interactive and inspiring course that transforms how people think, feel and behave around finance. As well as covering the core finance fundamentals this demonstrates how to build a collaborative partnering relationship with finance.	For those who find finance mysterious, complicated and indeed boring: <ul style="list-style-type: none"> <li>• Leaders</li> <li>• Managers</li> <li>• Budget Holders</li> <li>• Business Owners</li> </ul>	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul> <p><i>We recommend combining Funky Finance with The Dark Art of Budgeting as a 2 day course</i></p>
Dark Art of Budgeting (ILM- approved Endorsed)	Transforms common beliefs and behaviours around budgeting. As well as providing practical techniques we demonstrate how finance and non-finance can work together to write, steer and deliver a compelling joined-up finance story.	For those who find budgeting a chore: <ul style="list-style-type: none"> <li>• Leaders</li> <li>• Managers</li> <li>• Budget Holders</li> </ul> <p><i>This material can be delivered as a practical partnering workshop when participants attend with their finance partners</i></p>	1 day	<ul style="list-style-type: none"> <li>• With your organisation (<i>tailoring available on request</i>)</li> <li>• Public Course</li> </ul> <p><i>We recommend combining The Dark Art of Budgeting with Funky Finance as a 2 day course</i></p>



# Finance For Finance

*"A big thank-you! Less than 24 hours and I am already noticing improvements from putting things into practice..."*

**E Keen, Finance Manager,  
 BT Openreach**

*"This certainly left us with much to think about in terms of our behaviour when interacting across the business. Small things like avoiding jargon can start to make a big difference"*

**J Brown, Area Finance Manager,  
 Warburtons**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
The Dark Art of Potent Finance Presentations	A course focused on creating and delivering material that will engage a non-finance audience.	Finance people seeking to present information in a way that connects with their audience.	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
The Art of Partnering	A practical course designed and delivered by senior finance professionals.	Finance people seeking to make the transition from technical expert to impactful business partner.	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul>
NLP Diploma for Finance (certified by INLPTA)	An introduction to NLP in a finance context, giving participants practical techniques to use every day.	Finance teams wanting to transform how they communicate, behave, interact to unlock their collective brilliance.	4 days (configured to suit)	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
Partnering Programme	A tailored programme of modules designed to transform a technical relationship into business partnering: Partnering diagnostic, workshops, coaching	Finance teams seeking to make the transition from technical function to impactful business partner.	2 - 4 one day workshops over a 4 - 6 month period	<ul style="list-style-type: none"> <li>• With your organisation</li> </ul> Supported by a confidential on-line values survey completed by finance and their business partners
Finance Coaching / Mentoring	One to one sessions with experienced finance leaders who are accredited with a range of personal development tools.	Finance people seeking to make the transition from technical expert to business partner / leader.	3 to 6 two and a half hour sessions	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul> (Optional magical ingredients: MBTI / NLP / Values Assessments)



*"We created a clear Road Map that helped us establish our priorities, improve service delivery and significantly reduce our IT costs"*

**Neil Scott, Finance Director,  
Staffordshire University**

*"I invested time not spent time"*

**Paul Crowe, Business Manager,  
Logicalis**

*"This is a great case study, thank you"*

**James Coulson, Marketing  
Manager, Servo**



Spell	What is it?	Who is it for?	Duration	How is it delivered?
Funky IT	Innovative, interactive and inspiring course that transforms how people think, feel and behave around IT. As well as demystifying the elements of IT in organisations this course demonstrates how to partner with IT for business success.	For people who find IT mysterious, complicated and frustrating: • Leaders • Managers • Budget Holders	1 day	<ul style="list-style-type: none"> <li>• With your organisation</li> <li>• Public Course</li> </ul>
Partnering Programme	A tailored programme of modules designed to transform a technical relationship into business partnering: Partnering diagnostic, workshops, coaching	IT teams seeking to make the transition from technical function to impactful business partner.	2 - 4 one day workshops over a 4 - 6 month period	<ul style="list-style-type: none"> <li>• With your organisations</li> </ul> <p>Supported by a confidential on-line values survey completed by IT and their business partners</p>
Compelling Case Studies	We transform business successes of a technical nature into a compelling story for prospective clients.	Organisations seeking to communicate their successes in a way that connects with their prospective clients.	Typically 1.5 days	<p>Delivered by experienced IT leaders:</p> <ul style="list-style-type: none"> <li>• Background research</li> <li>• On-site interviews</li> <li>• Creation of story</li> <li>• Review and approval with client</li> </ul>
IT Coaching / Mentoring	One to one sessions with experienced IT leaders who are accredited with a range of personal development tools.	IT people seeking to make the transition from technical expert to business partner / leader.	3 to 6 two and a half hour sessions	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul> <p>(Optional magical ingredients: MBTI / NLP / Values Assessments)</p>



*“The activities were well thought through and constructive”*

**Rachel, HR Controller  
 Jungheinrich**

Spell	What is it?	Who is it for?	Duration	How is it delivered?
Funky HR	Innovative, interactive and inspiring course that transforms how HR people view their role in the organisation. This course explores the common perceptions of HR and demonstrates how to transform them.	HR leaders seeking to seeking to transform HR in their organisations.	1 day	<ul style="list-style-type: none"> <li>• With your organisations</li> <li>• Public Course</li> </ul>
Partnering Programme	A tailored programme of modules designed to transform a technical relationship into business partnering: Partnering diagnostic, workshops, coaching	HR teams seeking to make the transition from technical function to impactful business partner.	2 - 4 one day workshops over a 4 - 6 month period	<ul style="list-style-type: none"> <li>• With your organisations</li> </ul> Supported by a confidential on-line values survey completed by HR and their business partners
HR Coaching / Mentoring	One to one sessions with experienced HR leaders who are accredited with a range of personal development tools.	HR people seeking to make the transition from technical expert to business partner / leader.	3 to 6 two and a half hour sessions	<ul style="list-style-type: none"> <li>• Individual arrangement</li> <li>• With your organisation</li> </ul> (Optional magical ingredients: MBTI / NLP / Values Assessments)



# Schools



Spell	What is it?	Who is it for?	Duration	How is it delivered?
Inspiring Teachers	Exploratory and empowering course which applies a values-based approach to become an authentically Inspiring Teacher.	Those in a learning environment and seeking to become authentically inspiring.	1 day	<ul style="list-style-type: none"> <li>• With your school</li> <li>• Public Course</li> </ul>
Cultural Transformation for Schools	A values-based approach which guides school leadership teams in understanding where they are, where they want to be and how they are going to get there.	School leadership teams seeking to authentically change their culture in a way that embraces the values of their school community	Initial ½ - 1 day workshop followed by further sessions as required	<ul style="list-style-type: none"> <li>• With your school</li> </ul> <p>Supported by a confidential on-line values survey with options to collate results by segments of the school community</p>
Centred for Success	An innovative and practical approach to well-being in the school environment: <ul style="list-style-type: none"> <li>• Strategic Guidance</li> <li>• Diagnostics</li> <li>• Well-being Training</li> <li>• One to one support</li> </ul>	Heads and teachers seeking to manage well-being in a pragmatic, and empowering way that promotes success for all	Modules range from: <ul style="list-style-type: none"> <li>• 2.5 hour coaching</li> <li>• 2 hour bite size sessions</li> <li>• 1 day workshops</li> </ul>	<ul style="list-style-type: none"> <li>• With your school</li> </ul> <p>These modules are available stand-alone or as a programme</p>



# Bespoke Magic

- Know you want to get somewhere different?
- Know NOV8 are the people for you?
- Can't find the exact spell?
- We also do bespoke magic!
- Contact us and discover how we can guide you in creating your own magic...

