RHIZOME CONSULTING

2026

Rhizome Training Brochure
– Unlock Human Potential

Bespoke management consulting specialising in cutting-edge organisational development and human capital solutions.

Introduction

Rhizome Consulting is a bespoke management consulting firm specialising in cutting-edge organisational development and human capital solutions.

Our primary objective is to meet both the needs of our client and to exceed their expectations. We offer a broad range of services, tailored to our client specification.

Our Vision

To lead in providing best-in-class consulting that revitalise businesses and prioritise human experience.

Our Mission

To provide innovative business advisory, organisational development and people centric solutions to our clients.

Our Values

Each employee of Rhizome Consulting stands for and believes in the following values:

Creativity

We deliver creative solutions by embracing new and imaginative ideas that allow us to best serve our clients and candidates.

Integrity

We value fairness and honesty in our relationship with clients, candidates, and each other.

Collaboration

We treat all our relationships as a partnership, and we guarantee a true strategic alliance.

Commitment to Excellence

- Rhizome Consulting is dedicated to excellence in human capital development. We understand that an organisation's greatest asset is its people, and we are committed to helping our clients unlock the full potential of their workforce.

Our training Programmes are crafted with attention to detail, drawing on effective practices in human capital management.

Our Approach

At Rhizome Consulting, we work collaboratively with organisations to enhance their performance by unlocking the full spectrum of potential within both their structures and human capital.

Our solutions are forged through continuous dialogue with our clients, ensuring alignment with their goals and objectives.

/ Purpose of the Training Brochure

This brochure covers a wide range of courses required in different spheres of the corporate and semi-corporate environment. Whether you are looking to enhance leadership skills, navigate environmental sustainability practices, or develop effective project management strategies, Rhizome Consulting has the perfect Programme to meet your specific needs.

Learning & Development

Delivering 360° Results

Analysis

Training needs analysis for organisations.

Identification

Determine the positions and departments that require training.

Recommendation

Recommend trainings relevant to client's organisation.

Customisation

Craft our training Programmes to meet the needs of client's organisation.

✓ Aligned with organisational goals.

Training Offerings

In today's dynamic business landscape, organisations require a skilled and adaptable workforce to thrive. Rhizome Consulting offers a comprehensive suite of training programmes designed to equip your employees with the knowledge, skills, and mindsets necessary to excel in a changing world.

This section explores the diverse training areas we offer, providing an overview of each Programme and its potential benefits for your organisation.

Leadership Training

Develop strong leadership skills to inspire, motivate, and drive results across your teams.

Carbon Emission Reduction

Equip your employees with the knowledge and tools to implement sustainable practices and reduce your organisation's environmental footprint.

Certification Programmes

Prepare your employees for recognised certifications like the CIPD, that enhance their professional credibility and industry knowledge.

Change and Project Management

Foster effective change management strategies and ensure successful project implementation.

Transition Preparedness Programmes

Thrive through periods of organisational and personal change, including career transitions and retirement.

Executive Coaching

We provide personalised coaching to executives to help them achieve their leadership goals and navigate complex challenges.

Leadership Training

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2 Days

Leadership 101 – Situational Leadership

Leadership 101- Situational Leadership is a dynamic training programme designed to equip leaders with the skills and strategies necessary to adapt their leadership styles to match team dynamics and project demands effectively.

OBJECTIVES

- Understand the principles of situational leadership.
- Develop ability to assess team dynamics and project demands.
- Enhance flexibility and adaptability in leadership styles.
- Learn strategies for fostering collaboration & team performance.
- Identify styles (Directing, Coaching, Supporting, Delegating).

RECOMMENDED PARTICIPANTS

Managers, Supervisors, Team leaders, Project managers, Aspiring leaders looking to enhance effectiveness.

TOPICS COVERED

- Introduction to Situational Leadership Theory
- Understanding Team Dynamics
- Assessing Situational Leadership Needs
- Adapting Leadership Styles
- Applying Situational Leadership in Practice
- Strategies for Flexibility and Effectiveness
- Case Studies and Simulations

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1 Day

Leadership 102 – Effective Communication

Leadership 102 is a comprehensive training programme designed to help leaders master the art of clear messaging to foster understanding and cooperation within diverse teams.

OBJECTIVES

- Understand importance of effective communication in leadership.
- Develop proficiency in communication techniques and styles.
- Enhance communication skills and empathy for perspectives.
- Learn strategies for difficult conversations & conflict resolution.
- Hone skills in providing clear instructions & constructive feedback.

RECOMMENDED PARTICIPANTS

Managers, Team leaders, Supervisors, Project managers, Anyone seeking to improve communication effectiveness.

TOPICS COVERED

- Fundamentals of Effective Communication
- Communication Styles and Preferences
- Clear Messaging and Clarity
- Active Listening and Empathy
- Nonverbal Communication & Body Language
- Managing Difficult Conversations
- Building Trust and Rapport within Teams

Leadership Training

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1 Day

Leadership 103 – Delegation and Empowerment

Leadership is a specialised training programme designed to equip leaders with the skills and strategies necessary to effectively delegate tasks and empower team members to take ownership of their responsibilities.

OBJECTIVES

- Develop a strong understanding of effective delegation strategies.
- Identify tasks and responsibilities suitable for delegation.
- Master the art of selecting the right person for the job based on skills.
- Foster a culture of trust and accountability within your team.
- Empower team members to take ownership and maximise their potential.
- Improve your own time management and leadership efficiency.

RECOMMENDED PARTICIPANTS

Managers, Supervisors, Team leaders, Project managers, Anyone seeking to improve their delegation and empowerment skills as a leader within teams or organisations.

TOPICS COVERED

- Understanding Delegation and Empowerment in Leadership.
- Assessing Tasks and Team Capabilities
- Effective Delegation Techniques and Strategies
- Providing Clear Instructions and Expectations
- Building Trust and Accountability within Teams
- Empowering Team Members through Autonomy and Support
- Overcoming Challenges and Pitfalls in Delegation
- Monitoring and Feedback: Ensuring Success and Accountability

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1 Day

Leadership 104 – High-Performing Teams

High-Performing Teams is designed to help leaders cultivate a culture of excellence and collaboration within their teams to achieve results.

OBJECTIVES

- Understand the characteristics and benefits of high-performing teams.
- Learn strategies for fostering a culture of excellence and collaboration.
- Develop leadership skills to inspire and motivate team members.
- Acquire practical tools and techniques for managing teams effectively.
- Measure and track team performance to identify areas for improvement.

RECOMMENDED PARTICIPANTS

Managers, Team leaders, Supervisors, Project managers, Anyone seeking to lead high-performing teams.

TOPICS COVERED

- Building Trust and Psychological Safety
- Identifying Individual Strengths and Development Areas
- Fostering Collaboration and Synergy
- Creating Clear Goals and Expectations
- Leveraging Diversity and Inclusion for Innovation
- Celebrating Success and Continuous Improvement

Leadership Training

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2 Days

Leadership 105 – Leading Through Change

Leadership 105 is a comprehensive training programme designed to equip leaders with the skills and strategies necessary to steer organisations through periods of change with vision and resilience.

OBJECTIVES

- Understand the dynamics of change and its impact on organisations and individuals.
- Develop leadership skills to inspire vision and resilience during times of change.
- Learn strategies for effectively communicating change initiatives and engaging stakeholders.
- Acquire tools and techniques for managing resistance and overcoming challenges associated with change.

RECOMMENDED PARTICIPANTS

Senior leaders, Managers, Team leaders, Change management practitioners, Anyone responsible for leading or managing teams during periods of change.

TOPICS COVERED

- Understanding Change: Drivers, Types, and Phases.
- Leading with Vision and Resilience.
- Communicating Change: Strategies and Techniques.
- Engaging Stakeholders and Building Support.

- Managing Resistance to Change.
- Overcoming Challenges and Obstacles.
- Creating a Culture of Adaptability and Innovation.
- Sustaining Change and Ensuring Long-term Success

1 Day

Leadership 106 – Emotional Intelligence

Emotional Intelligence (EQ) is an immersive training programme designed to help leaders harness the power of emotional awareness to lead with empathy and insight.

OBJECTIVES

- Develop a deeper understanding of emotional intelligence (EQ) and its importance in leadership.
- Enhance your ability to recognise and manage your own emotions.
- Master the art of reading emotions in others and fostering empathy.
- Utilise emotional intelligence to build stronger relationships with team members.
- Motivate and inspire your team through effective communication and emotional connection.
- Develop conflict resolution skills informed by emotional intelligence.

RECOMMENDED PARTICIPANTS

Managers, Team leaders, Supervisors, Project managers, Anyone seeking to enhance their emotional intelligence skills and leadership effectiveness.

TOPICS COVERED

- Introduction to Emotional Intelligence.
- Understanding the Four Components of Emotional Intelligence: Self-awareness, Self-regulation, Social Awareness, Relationship Management.
- Developing Self-awareness: Recognising and Understanding Emotions.
- Cultivating Self-regulation: Managing Emotions Effectively.

- Enhancing Empathy and Social Awareness.
- Building Strong Interpersonal Relationships.
- Applying Emotional Intelligence in Leadership.
- Managing Stress and Resilience.

Specialised Leadership Programmes

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2 Days

Leadership 107 – Conflict Resolution

Equips leaders with effective strategies to navigate and resolve interpersonal and team conflicts constructively.

OBJECTIVES

- Understand nature and sources of conflict.
- Learn effective strategies for managing conflicts.
- Develop communication and negotiation skills.
- Build trust and collaboration within teams.

RECOMMENDED PARTICIPANTS

Managers, Team leaders, Supervisors, HR professionals.

TOPICS COVERED

- Conflict Resolution Styles
- Effective Communication & Active Listening
- Negotiation Techniques
- Mediation & Facilitation Skills

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2 Days

Leadership 108 – Coaching & Mentoring

Designed to equip leaders with skills to enhance team capabilities through personalised guidance and support.

OBJECTIVES

- Develop foundational coaching skills.
- Craft personalised coaching approaches.
- Utilise powerful questioning techniques.
- Provide constructive feedback.

RECOMMENDED PARTICIPANTS

Leaders at all levels, Team leads, HR Professionals.

TOPICS COVERED

- Coaching Roles & Responsibilities
- Setting Clear Goals
- Active Listening & Feedback
- Building Trust with Mentees

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2 Days

Leadership 109 – Performance Management

Equips leaders with strategies to effectively manage and optimise individual and team performance.

OBJECTIVES

- Understand performance management principles.
- Set clear goals and expectations.
- Develop feedback skills.
- Motivate and inspire team members.

RECOMMENDED PARTICIPANTS

Leaders at all levels, HR Professionals.

TOPICS COVERED

- Concepts & Frameworks
- Setting Goals & Objectives
- Performance Evaluation
- Developing Improvement Plans

Specialised Leadership Programmes

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2 Days

Leadership 112 – Crisis Management

Equips leaders to lead decisively during crises to protect organisational interests and stakeholder confidence.

OBJECTIVES

- Understand nature and types of crises.
- Learn proactive crisis planning strategies.
- Lead decisively and communicate effectively.
- Enhance organisational resilience.

RECOMMENDED PARTICIPANTS

Executives, Senior managers, Crisis teams.

TOPICS COVERED

- Crisis Planning & Risk Assessment
- Crisis Leadership & Communication
- Stakeholder Management
- Recovery & Resilience

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2 Days

Leadership 115 – Transformational Leadership

Empowers leaders to inspire and drive transformative change, elevating organisational performance.

OBJECTIVES

- Deepen understanding of transformational theory.
- Inspire and drive change.
- Navigate complexity and uncertainty.
- Cultivate innovation culture.

RECOMMENDED PARTICIPANTS

Senior executives, Mid to Senior managers.

TOPICS COVERED

- Visionary Leadership
- Inspirational Motivation
- Leading Change Strategies
- Building High-Performance Teams

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2 Days

Leadership 118 – Leadership Presence

Cultivate a strong leadership presence that commands respect, inspires confidence, and fosters trust.

OBJECTIVES

- Understand leadership style impact.
- Project confidence and credibility.
- Develop effective communication skills.
- Navigate challenging situations with poise.

RECOMMENDED PARTICIPANTS

Mid-level managers, Executives, Emerging leaders.

TOPICS COVERED

- Defining Leadership Presence
- Building Confidence & Self-Assurance
- Body Language & Nonverbal Comms
- Executive Gravitas

Transition Preparedness Programmes

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2 Days

TPP 101 – Career Coaching and Development

TPP 101 programme equips individuals with the knowledge and tools to develop personalised career roadmaps and navigate professional transitions effectively. Through individual coaching sessions and group workshops, participants will gain clarity on their career goals, identify transferable skills, and explore new opportunities.

OBJECTIVES

- Conduct self-assessment to identify strengths, values, and career aspirations.
- Explore different career paths and industries aligned with individual interests and skills.
- Develop a personalised career development plan with actionable steps.
- Learn effective networking strategies to build professional connections.
- Craft compelling resumes and cover letters that showcase qualifications.
- Prepare for job interviews with confidence and communication skills.

RECOMMENDED PARTICIPANTS

Professionals considering a career change, Individuals re-entering the workforce after a hiatus, Those facing redundancy or job displacement, Anyone seeking career advancement or exploration.

TOPICS COVERED

- Defining career goals and aligning them with personal values.
- Identifying transferable skills and experiences.
- Researching job markets and industry trends.
- Building a strong online professional presence (LinkedIn).
- Developing effective networking strategies.
- Crafting compelling resumes and cover letters.
- Interview preparation techniques and answer development.
- Salary negotiation strategies.

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2 Days

TPP 102 – Building Confidence While Approaching Retirement

TPP 102 training programme empowers participants to overcome Imposter Syndrome, a common experience of self-doubt and questioning one's accomplishments. Through interactive exercises and self-reflection techniques, participants will develop strategies to build confidence, celebrate successes, and silence their inner critic.

OBJECTIVES

- Understand the concept of Imposter Syndrome and its impact on career development.
- Identify personal triggers and self-doubt patterns.
- Develop strategies to challenge negative self-talk and limiting beliefs.
- Learn to reframe achievements and celebrate successes authentically.
- Build self-compassion and resilience in the face of challenges.
- Foster a growth mindset and embrace learning opportunities.

RECOMMENDED PARTICIPANTS

Professionals experiencing self-doubt or feeling like a fraud, Individuals struggling to take credit for their achievements, High achievers who constantly feel like they need to prove themselves, Anyone seeking to build greater self-confidence and self-esteem.

TOPICS COVERED

- Understanding Imposter Syndrome and its characteristics.
- Identifying personal triggers and self-doubt patterns.
- Cognitive reframing techniques for negative self-talk.
- Celebrating successes and acknowledging accomplishments.
- Developing a growth mindset and embracing challenges.
- Building self-compassion and resilience in the face of setbacks.
- Imposter Syndrome in the workplace and navigating career advancement.

Specialised Transition Support

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2 Days

TPP 103 – Outplacement Services

TPP 103 provides comprehensive job search support to professionals undergoing career transitions or facing redundancy. Through personalised coaching, workshops, and access to resources, participants will develop a strategic job search plan.

OBJECTIVES

- Develop a personalised job search strategy aligned with career goals.
- Identify target industries and companies for job applications.
- Optimise resumes and cover letters for specific job postings.
- Develop effective networking strategies to expand professional connections.
- Master interview skills and practice answering common interview questions.
- Negotiate salary and benefits packages with confidence.

RECOMMENDED PARTICIPANTS

Professionals transitioning to a new career path, Anyone seeking personalised support with their job search.

TOPICS COVERED

- Assessing transferable skills and experiences
- Researching target industries and identifying dream companies
- Developing a compelling personal brand and online presence
- Crafting targeted resumes and cover letters
- Effective networking strategies
- Interview preparation techniques
- Salary negotiation

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2 Days

TPP 104 – Proactive Transition Planning

TPP 104 focuses on equipping individuals with the necessary tools and knowledge to proactively plan for their retirement. This includes comprehensive financial planning as well as making lifestyle adjustments.

OBJECTIVES

- Understand the importance of proactive transition planning for retirement.
- Develop a personalised financial plan for retirement.
- Explore lifestyle adjustments for a fulfilling post-career life.
- Identify resources and support networks for successful retirement transition.

RECOMMENDED PARTICIPANTS

Individuals approaching retirement age (typically 50+), Professionals considering early retirement, HR personnel facilitating retirement transitions.

TOPICS COVERED

- Financial planning for retirement (savings, investments, pensions, etc.)
- Lifestyle adjustments and goal setting
- Health and wellness considerations
- Social and community engagement post-retirement
- Legal and estate planning basics

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2 Days

TPP 105 – Building Confidence During Career Changes

TPP 105 focuses on empowering individuals to navigate career changes with confidence and resilience. Participants will learn strategies to strengthen their self-assurance and adaptability in the face of professional challenges.

OBJECTIVES

- Enhance self-confidence and resilience during career transitions.
- Develop effective coping mechanisms for managing change.
- Build a supportive network for career development and growth.
- Identify opportunities for personal and professional development.

RECOMMENDED PARTICIPANTS

Professionals undergoing career transitions, Individuals considering a career change, Entry-level candidates/recent graduates, Anyone seeking to build self-confidence.

TOPICS COVERED

- Understanding the psychology of change and resilience
- Building self-awareness and self-confidence
- Effective communication and networking skills
- Strategies for managing stress and uncertainty
- Goal setting and career planning

Comprehensive Transition Support

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2 Days

TPP 106 – Exploring Non-Traditional Career Paths

Designed for individuals interested in exploring alternative career trajectories outside traditional norms.

OBJECTIVES

- Conduct self-assessment to identify personal values.
- Explore non-traditional career paths.
- Research in-demand skills for gig economy.
- Learn about entrepreneurship opportunities.

RECOMMENDED PARTICIPANTS

Individuals seeking change, Freelancers, Creatives.

TOPICS COVERED

- Identifying Personal Strengths
- Researching Non-traditional Options
- Networking in Alternative Fields
- Developing Skills & Competencies

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2 Days

TPP 107 – Fundamentals of Transitioning

Introduces the basics and fundamentals of the transition process to retirement or other careers.

OBJECTIVES

- Understand key concepts of transitioning.
- Learn essential financial planning strategies.
- Explore career development techniques.
- Explore lifestyle adjustments.

RECOMMENDED PARTICIPANTS

Individuals approaching retirement, Mid-career professionals.

TOPICS COVERED

- What is "Transition to Retirement"?
- Multiple Perspectives of Retirement
- Major Life Issues & Successful Traits
- 5-Steps to Effective Planning

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2 Days

TPP 108 – Financial Planning & Investment

Evaluate and recommend effective ways to plan finances and manage investments for retirement.

OBJECTIVES

- Equip with fundamental financial knowledge.
- Teach effective investment strategies.
- Create comprehensive financial plans.
- Assess and manage financial risks.

RECOMMENDED PARTICIPANTS

Retirement planners, Mid-career professionals, Advisors.

TOPICS COVERED

- Financial Planning for Retirement
- Understanding Financial Net Worth
- Estimating Expense Structure
- Creating & Protecting Wealth

Comprehensive Transition Support

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2 Days

TPP 109 – Psychological Preparedness & Emotional Management

Equips participants with key principles of emotions and mindset management to effectively manage the emotional elements of retirement.

OBJECTIVES

- Develop psychological resilience during transitions.
- Strategies for managing stress effectively.
- Tools for maintaining mental well-being.
- Enhance self-awareness and emotional intelligence.
- Foster a supportive mindset for change.

RECOMMENDED PARTICIPANTS

Individuals facing transitions, Professionals with high stress, Mental health professionals, Caregivers, Recent retirees.

TOPICS COVERED

- Reinventing Your Life with Imagination
- Discovering Yourself
- Benefits of a Strong Support Group
- Circles of Support
- Guidelines for Managing Stress
- 3-Steps to Psychological Preparedness

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2 Days

TPP 110 – Healthy Ageing

Designed to help participants through the journey of establishing and maintaining a healthy ageing lifestyle and managing wellbeing.

OBJECTIVES

- Educate on healthy ageing and longevity principles.
- Promote physical health through exercise & nutrition.
- Enhance mental well-being and emotional balance.
- Strategies for social connections and engagement.
- Tools to manage age-related changes.

RECOMMENDED PARTICIPANTS

Individuals 50+, Healthcare professionals, Caregivers, Community leaders, Recent retirees.

TOPICS COVERED

- 5-Steps to Healthy Ageing
- Supporting a Healthy Lifestyle
- Enjoying Leisure Time
- Tips for Optimising Leisure Time
- Effective Stress Management

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2 Days

TPP 111 – Post-Retirement Career & Professional Enhancement

Focuses on strategic ways employees can transition into other careers post-retirement and enhance professional knowledge.

OBJECTIVES

- Identify opportunities for continued professional growth.
- Strategies for leveraging skills in new paths.
- Techniques for adapting to new work environments.
- Tools for networking and personal branding.
- Set and achieve post-retirement professional goals.

RECOMMENDED PARTICIPANTS

Retirees re-entering workforce, Pre-retirees planning careers, Career coaches, HR professionals, Entrepreneurs.

TOPICS COVERED

- Professional Pursuit – 2nd Career
- Key Factors in Career Transition
- Techniques to Choose Post-retirement Career
- Employment Opportunities in 50s & 60s
- Knowledge You Bring into Retirement

Specialised Sustainability Programmes

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CER 112 – Carbon Capture

3 Days

Explores emerging carbon capture technologies and their role in mitigating climate change, including methods and applications.

OBJECTIVES

- Understand carbon capture concepts.
- Identify various capture technologies.
- Explore technical functionalities.
- Analyse potential applications.

RECOMMENDED PARTICIPANTS

Sustainability professionals, Engineers, Policymakers.

TOPICS COVERED

- Types of Technologies (Pre/Post/Direct)
- Technical Details & Functionalities
- Potential Applications (Industry)
- Life Cycle Assessment

CER 113 – Carbon Management

2 Days

Equips participants to develop, implement, and manage a comprehensive carbon reduction strategy for their organisation.

OBJECTIVES

- Understand carbon management.
- Conduct carbon footprint assessments.
- Develop reduction strategies.
- Set SMART reduction targets.

RECOMMENDED PARTICIPANTS

Sustainability managers, Operations managers, Leaders.

TOPICS COVERED

- Carbon Management Principles
- Footprint Assessment & Sources
- Setting SMART Goals
- Employee Engagement Strategies

CER 114 – Life Cycle Assessment (LCA)

3 Days

Focuses on analysing the environmental impact of products throughout their life cycle, from raw material to disposal.

OBJECTIVES

- Understand LCA principles/concepts.
- Learn product life cycle stages.
- Gain skills in conducting LCAs.
- Explore applications in design.

RECOMMENDED PARTICIPANTS

Environmental engineers, Analysts, Product designers.

TOPICS COVERED

- Goal and Scope Definition
- Life Cycle Inventory (LCI) Data
- Impact Assessment Methodologies
- Interpretation of LCA Results

Carbon Emission Reduction

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2 Days

CER 115 – Behavioural Change

Focuses on encouraging sustainable behaviors to reduce carbon emissions at both individual and organisational levels.

OBJECTIVES

- Understand the importance of behavioral change in achieving carbon emission reduction goals.

- Learn about behavior change theories and models.

- Explore strategies and interventions for promoting sustainable behaviors.

- Gain insights into the role of leadership and communication in driving behavioral change initiatives.

RECOMMENDED PARTICIPANTS

- HR managers.

- Sustainability coordinators.

- Environmental educators.

- Corporate trainers.

- Individuals responsible for promoting sustainability in organisations.

TOPICS COVERED

- Introduction to Behavioural Change and Sustainability

- Behaviour Change Theories and Models

- Strategies for Promoting Sustainable Behaviors

- Communication and Engagement Techniques

- Incentives and Rewards Systems

- Leadership and Role Modeling

- Monitoring and Evaluation of Behaviour Change Programmes

- Case Studies and Success Stories

Carbon Emission Reduction (CER)

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This comprehensive training programme is offered to equip your employees with the knowledge and skills needed to implement sustainable practices and significantly reduce your organisation's carbon footprint. By fostering a culture of environmental awareness and responsibility, you can achieve operational efficiency, cost savings, and enhance your brand reputation.

SUS 101 – Sustainability

3 Days

SUS 101 is designed to provide participants with a comprehensive understanding of sustainability concepts and their relevance in today's global landscape. Participants will explore evolving definitions of sustainability, with a focus on planetary boundaries, and be introduced to frameworks such as the Sustainable Development Goals (SDGs), Donut Economics, the Circular Economy, and the Triple Bottom Line.

OBJECTIVES

- Gain a solid understanding of sustainability and its evolving definitions.

- Explore the concept of planetary boundaries and their role in sustainability efforts.

- Familiarise with global frameworks such as the SDGs and economic models like Donut Economics and the Circular Economy.

- Understand Corporate Governance, Social Responsibility, and sustainability standards.

- Apply systems thinking to effectively tackle global sustainability issues.

RECOMMENDED PARTICIPANTS

- Corporate leaders and sustainability professionals.

- Individuals interested in governance, economic models, and sustainability practices.

- Anyone seeking to understand their environmental impact.

TOPICS COVERED

- Introduction to sustainability and planetary boundaries.

- The Sustainable Development Goals (SDGs).

- Key economic models: Donut Economics, Circular Economy, and Triple Bottom Line.

- Corporate Governance and Social Responsibility.

- Sustainability standards and best practices.

- Systems thinking for solving global sustainability challenges.

Carbon Emission Reduction (CER)

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3 Days

CER 101: Carbon Footprint

CER 101 is designed to provide participants with a comprehensive understanding of carbon footprints, their significance in environmental sustainability, and strategies for reducing carbon emissions. Participants will learn how to measure, analyse, and manage carbon footprints effectively within their organisations.

OBJECTIVES

- Learn about the concept of carbon footprints and their implications for environmental sustainability.
- Understand the knowledge and tools to assess and quantify carbon emissions associated with organisational activities.
- Identify opportunities for reducing carbon emissions and implementing sustainable practices to mitigate environmental impact.
- Develop and implement carbon reduction strategies aligned with organisational goals and global sustainability targets.

RECOMMENDED PARTICIPANTS

All employees, Anyone seeking to understand their environmental impact.

TOPICS COVERED

- Introduction to carbon footprinting.
- Methods and tools for measuring carbon emissions.
- Sources of carbon emissions in organisations.
- Carbon reduction strategies and best practices.
- Carbon offsetting and renewable energy options.
- Integration of carbon reduction into corporate sustainability initiatives.

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2 Days

CER 104: Design for Net-Zero

CER 104 focuses on integrating sustainability principles into product and service design to minimise environmental impact and achieve net-zero emissions. Participants will learn strategies for incorporating sustainability considerations throughout the design process.

OBJECTIVES

- Learn about the principles of sustainable design and their role in achieving net-zero emissions.
- Learn practical tools and techniques for integrating sustainability into product and service design.
- Develop innovative solutions that minimise environmental impact and contribute to a net-zero future.
- Champion sustainable design practices within their organisations and industries.
- Identify eco-friendly materials and production methods.

RECOMMENDED PARTICIPANTS

Business owners and entrepreneurs, Product designers and engineers, Sustainability professionals, Marketing and innovation teams.

TOPICS COVERED

- Principles of sustainable design
- Integration of environmental considerations into product development
- Life cycle thinking and assessment.
- Design strategies for minimising carbon emissions.
- Renewable materials and energy-efficient technologies.
- Circular economy principles and practices.
- Case studies of successful net-zero design projects.

Financing, Engagement & Communication

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3 Days

CER 105 – Financing Net-Zero Transition

CER 105 is designed to equip participants with the knowledge and skills to secure funding and investments for transitioning to net-zero operations.

OBJECTIVES

- Understand financial aspects of transitioning to net-zero operations.
- Familiarise with financing mechanisms and funding sources.
- Identify, evaluate, and secure funding opportunities.
- Develop comprehensive financing plans aligned with goals.
- Explore innovative financing models for climate action.

RECOMMENDED PARTICIPANTS

Sustainability managers, Finance professionals, Business development teams.

TOPICS COVERED

- Financial implications of net-zero transition
- Overview of financing mechanisms (grants, loans, equity)
- Funding sources for sustainability projects
- Investment strategies for sustainable development
- Financial modeling and cost-benefit analysis
- Risk management and mitigation strategies

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3 Days

CER 106 – Community Climate Engagement

CER 106 focuses on engaging with communities to raise awareness about climate change, promote sustainability initiatives, and foster collaboration in addressing environmental challenges.

OBJECTIVES

- Learn the importance of community engagement in climate action.
- Learn tools and techniques for effectively engaging stakeholders.
- Develop community-driven climate action plans.
- Become advocates for environmental stewardship.

RECOMMENDED PARTICIPANTS

Sustainability professionals, Environmental activists, PR specialists, CSR managers, Local government officials.

TOPICS COVERED

- Importance of community engagement
- Strategies for building partnerships and coalitions
- Stakeholder identification and analysis
- Community outreach and communication techniques
- Collaborative decision-making processes
- Mobilising support for sustainability initiatives

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2 Days

CER 107 – Net-Zero Storytelling

This training focuses on effective communication strategies to articulate the journey towards achieving net-zero emissions and highlight the benefits of such efforts to stakeholders.

OBJECTIVES

- Equip participant with storytelling techniques tailored for sustainability.
- Empower participants to craft compelling narratives for stakeholders.
- Enhance ability to demonstrate tangible impacts of net-zero initiatives.

RECOMMENDED PARTICIPANTS

Sustainability communication professionals, Public relations and marketing teams, Senior leadership.

TOPICS COVERED

- The Power of Storytelling in Sustainability Communication
- Developing a Compelling Net-Zero Narrative
- Identifying Your Stakeholder Groups and Tailoring Messaging
- Effective Communication Channels for Net-Zero Initiatives
- Measuring and Evaluating Communication Impact
- Case Studies of Successful Strategies

Specialised Sustainability Programmes

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3 Days

CER 108 – Climate Legislation

Provides overview of climate change regulations, policies, and legal frameworks for compliance.

OBJECTIVES

- Understand key climate change regulations.
- Identify relevant industry regulations.
- Interpret reporting requirements.
- Manage legal risks.

RECOMMENDED PARTICIPANTS

Sustainability managers, Legal professionals, Business leaders.

TOPICS COVERED

- International Climate Agreements
- National Legislation Overview
- GHG Reporting Regulations
- Compliance & Reporting

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3 Days

CER 109 – Green Building

Focuses on equipping participants with knowledge to design and construct environmentally sustainable buildings.

OBJECTIVES

- Understand green building principles.
- Learn about sustainable materials.
- Explore carbon reduction strategies.
- Gain insights into certification.

RECOMMENDED PARTICIPANTS

Architects, Engineers, Facilities managers, Building owners.

TOPICS COVERED

- Energy-Efficient Design Strategies
- Sustainable Materials Selection
- Renewable Energy Integration
- Green Building Rating Systems

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3 Days

CER 110 – Carbon Offsetting

Focuses on understanding and implementing strategies to offset unavoidable carbon emissions through projects.

OBJECTIVES

- Understand carbon offsetting concepts.
- Identify offset project types.
- Evaluate offset quality/legitimacy.
- Calculate and purchase offsets.

RECOMMENDED PARTICIPANTS

Sustainability managers, Environmental compliance professionals.

TOPICS COVERED

- Types of Carbon Offset Projects
- Calculation Methodologies
- Standards and Certification
- Monitoring & Verification

Certification Programmes

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CIPD- Chartered Institute of Personnel and Development qualification is a globally recognised qualification in Human Resources and Organisational Development that acts as a gateway to long-term career advancements within the People Profession. As of 2024, Rhizome is the sole partner offering CIPD certifications in Nigeria. You get the same benefits as traveling to the UK, with certified trainers coming to Nigeria and unlimited online resources available.

With a CIPD membership, you'll gain exclusive access to the latest research and updates from the experts themselves, plus the credibility that comes with being a CIPD Foundation, Associate, or Chartered Member.

9-12 Months

CIPD 101 – People Management Diploma

This certification course provides participants with intermediate-level skills and knowledge necessary for effectively managing and leading teams within organisations.

OBJECTIVES

- Equip themselves with intermediate-level skills and knowledge in people management.
- Enhance understanding of communication techniques, motivation strategies, and conflict resolution methods.
- Provide practical tools for performance management (goal setting, feedback, appraisals).
- Develop leadership capabilities by exploring different styles.
- Cultivate deeper understanding of team dynamics.

RECOMMENDED PARTICIPANTS

- New or aspiring team leaders and supervisors.
- HR professionals seeking to develop people management skills.
- Individuals with responsibility for managing a small team.

TOPICS COVERED

- Communication and interpersonal skills.
- Employee motivation and engagement.
- Performance management and feedback.
- Conflict resolution and team dynamics.
- Leadership styles and approaches.

Certification Programmes

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12-15 Months

CIPD 102 – Strategic People Management

> *This advanced programme builds on the foundation of CIPD 101. It delves deeper into strategic HR practices, enabling participants to align people management initiatives with organisational goals.*

OBJECTIVES

- Develop strategic HR capabilities for organisational leadership.

- Design and implement HR strategies to support business objectives.

- Understand the impact of HR on organisational performance.

- Analyse workforce trends and develop future-proof HR strategies.

RECOMMENDED PARTICIPANTS

- Experienced HR professionals seeking to progress to senior leadership roles.

- Managers involved in strategic decision-making processes.

- Business leaders who want to leverage HR for enhanced organisational performance.

TOPICS COVERED

- Strategic Human Resource Management (SHRM) Framework

- Talent Management & Workforce Planning

- Learning & Development Strategies

- Change Management & Employee Engagement

- HR Analytics & Data-driven Decision Making

- Managing Employee Relations in a Complex Environment

- Organisational Culture & Development

Specialised Professional Certificates

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5 Days

Certificate 101 – L&D Best Practices

Focuses on designing and implementing effective learning and development strategies, covering instructional design and evaluation.

OBJECTIVES

- Understand L&D principles.
- Develop strategic upskilling.
- Design engaging experiences.
- Evaluate ROI.

RECOMMENDED PARTICIPANTS

L&D professionals, HR professionals, Managers, Trainers.

TOPICS COVERED

- Needs Assessment & Gaps
- Instructional Design Models
- eLearning & Technology
- Measurement & Evaluation

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5 Days

Certificate 102 – L&D Project Management

Skills to effectively manage L&D projects from initiation to completion using tailored project management methodologies.

OBJECTIVES

- Apply PM principles to L&D.
- Develop plans and budgets.
- Manage stakeholders.
- Ensure quality standards.

RECOMMENDED PARTICIPANTS

L&D professionals, HR professionals, Training managers.

TOPICS COVERED

- PM Fundamentals
- Needs Assessment
- Project Planning & Scheduling
- Risk Management

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4 Days

Certificate 103 – Talent Acquisition

Knowledge and skills to effectively attract, assess, and select top talent for organisational needs.

OBJECTIVES

- Understand recruitment landscape.
- Develop recruitment plans.
- Source and screen candidates.
- Make compliant decisions.

RECOMMENDED PARTICIPANTS

Recruiters, HR professionals, Hiring managers.

TOPICS COVERED

- Recruitment Process
- Sourcing Strategies
- Candidate Assessment
- Interviewing Techniques

Specialised Professional Certificates

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5 Days

Certificate 104 – Employee Retention

Strategies to enhance employee retention, covering turnover factors and building positive work environments.

OBJECTIVES

Understand retention impact.

Learn retention techniques.

Create positive culture.

Develop retention plans.

RECOMMENDED PARTICIPANTS

HR professionals, Managers, Team leaders.

TOPICS COVERED

- Cost of Turnover
- Factors Influencing Retention
- Creating Positive Work Culture
- Exit/Stay Interviews

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4 Days

Certificate 105 – HR Analytics

Leveraging data analytics for strategic HR decision-making across recruitment, performance, and workforce planning.

OBJECTIVES

Understand analytics role.

Identify metrics & data sources.

Apply analysis techniques.

Measure program effectiveness.

RECOMMENDED PARTICIPANTS

HR professionals, Business leaders.

TOPICS COVERED

- Introduction to HR Analytics
- Data Collection & Management
- Metrics (Time to Hire, etc.)
- Storytelling with Data

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4 Days

Certificate 106 – Training Needs Analysis

Skills to identify learning needs through thorough analysis to design effective training solutions.

OBJECTIVES

Understand TNA importance.

Apply TNA methods.

Conduct data collection.

Prioritise learning needs.

RECOMMENDED PARTICIPANTS

HR pros, L&D managers, Instructional designers.

TOPICS COVERED

- TNA Methodologies
- Identifying Learning Gaps
- Analysing Performance Data
- Stakeholder Engagement

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4 Days

Certificate 107 – Cross-Cultural HR

Equipping HR professionals to manage human resources in a culturally diverse environment and foster inclusivity.

OBJECTIVES

Understand diversity importance.

Develop cultural competence.

Learn conflict resolution.

Enhance cross-cultural leadership.

RECOMMENDED PARTICIPANTS

HR professionals, Managers of diverse teams.

TOPICS COVERED

- Understanding Culture
- Global HR Practices
- Communication in Diversity
- Fostering Inclusion

Change & Project Management

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2 Days

CPM 101 – Resistance Management

Understanding and managing resistance to change to ensure successful implementation.

OBJECTIVES

- Understand nature/sources of resistance.
- Learn assessment techniques.
- Develop management strategies.
- Engage stakeholders.
- Build support.

RECOMMENDED PARTICIPANTS

Change leaders/champions, Project managers, Team leads, Anyone facing resistance to new ideas.

TOPICS COVERED

- Psychology of resistance
- Early warning signs
- Communication strategies
- Negotiation and conflict resolution
- Building culture of change
- Developing resistance management plans

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2 Days

CPM 102 – Change Communication

Facilitating successful change through effective messaging to various stakeholders.

OBJECTIVES

- Understand communication's role in change.
- Learn principles for clear/compelling messages.
- Develop delivery skills across channels.
- Engage stakeholders and build support.

RECOMMENDED PARTICIPANTS

Change practitioners, Communication professionals, Project managers, Leaders responsible for change.

TOPICS COVERED

- Role of communication
- Principles of effective change communication
- Crafting messages
- Choosing channels
- Addressing concerns
- Measuring effectiveness

Change and Project Management

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5 Days

CPM 103 – Agile Methodologies

Introduction to Agile principles and frameworks like Scrum to enhance project flexibility.

OBJECTIVES

- Understand Agile values.
- Explore Scrum framework.
- Implement practices (user stories, sprint planning, stand-ups).
- Understand roles (Product Owner, Scrum Master).
- Adapt methodologies.

RECOMMENDED PARTICIPANTS

Project managers, Team leads, Developers, Business analysts, Anyone interested in Agile.

TOPICS COVERED

- Agile vs Traditional
- Frameworks (Scrum, Kanban)
- Agile practices
- Estimation and backlog management
- Roles and responsibilities
- Scope management

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2 Days

CPM 104 – Agile Collaboration

Developing collaboration skills, trust, and communication essential for Agile delivery.

OBJECTIVES

- Understand importance of collaboration.
- Identify challenges.
- Promote transparency.
- Learn facilitation for Agile ceremonies.
- Foster trust and psychological safety.
- Resolve conflicts.

RECOMMENDED PARTICIPANTS

Project managers, Scrum Masters, Agile team members, Anyone in collaborative projects.

TOPICS COVERED

- Importance/Challenges of collaboration
- Communication strategies
- Facilitation techniques
- Psychological safety
- Conflict resolution
- Building high-performing teams

Change & Project Management

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2 Days

CPM 105 – Agile Leadership

CPM 105: Agile Leadership equips leaders with the mindset to lead Agile teams and promote self-organisation.

OBJECTIVES

- Understand leadership's role in Agile; Explore styles (servant, coaching).
- Empower teams to take ownership and accountability.
- Provide coaching and constructive feedback to facilitate growth.
- Foster innovation and creativity within teams.
- Manage stakeholder expectations effectively in an Agile environment.

RECOMMENDED PARTICIPANTS

Project managers, Scrum Masters, Team leads, Managers transitioning to Agile.

TOPICS COVERED

- Agile leadership principles
- Adapting leadership styles
- Promoting self-organisation
- Coaching and mentoring
- Continuous improvement culture
- Performance management
- Stakeholder management

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2 Days

CPM 106 – Continuous Integration & Delivery (CI/CD)

CPM 106: Continuous Integration and Delivery (CI/CD) focuses on automating build, test, and deployment processes to streamline development cycles.

OBJECTIVES

- Understand CI/CD benefits and their role in modern software delivery.
- Explore core concepts of integration, delivery, and deployment.
- Implement pipelines to automate the software delivery process.
- Build automated testing to ensure code quality.
- Understand deployment strategies for seamless releases.

RECOMMENDED PARTICIPANTS

Software developers, DevOps engineers, QA testers, Release managers, SDLC professionals.

TOPICS COVERED

- CI/CD benefits and Core concepts
- Pipeline setup and Git integration
- Tools (Jenkins, GitLab, CircleCI)
- Automated testing
- Deployment strategies (blue/green, canary)
- Troubleshooting
- Security in CI/CD

Strategic Leadership & Impact

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2 Days

EC 101 – Strategic Leadership Development

Enhancing strategic thinking and decision-making for organisational growth. This programme focuses on developing critical capabilities for long-term success.

OBJECTIVES

- Understand strategic leadership principles.
- Develop critical thinking and problem-solving skills.
- Learn situational analysis (SWOT, PEST).
- Identify trends and develop strategies for long-term goals.
- Communicate vision effectively.

RECOMMENDED PARTICIPANTS

Senior executives, Managers, Strategic leaders.

TOPICS COVERED

- Importance of strategic leadership
- Analysis techniques and Scenario planning
- Risk management
- Goal setting
- Leading transformation

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2 Days

EC 102 – Executive Presence & Impact

Cultivating a commanding presence that exudes confidence, credibility, and influence. Designed to help leaders project authenticity in high-stakes environments.

OBJECTIVES

- Develop authentic executive presence.
- Enhance communication for maximum impact.
- Build rapport and trust.
- Increase self-awareness and EQ.
- Project confidence in high-stakes situations.

RECOMMENDED PARTICIPANTS

Executives, Managers, Leaders seeking influence.

TOPICS COVERED

- Components of presence
- Communication strategies
- Body language and non-verbal cues
- Emotional Intelligence (EQ)
- Handling difficult conversations

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2 Days

EC 103 – Leadership Vision & Goal Setting

Defining clear visions and setting actionable goals aligned with organisational values. Ensures leaders can cascade strategic direction effectively.

OBJECTIVES

- Understand vision importance.
- Develop inspiring vision statements.
- Learn SMART goals methodology.
- Align individual and organisational objectives.
- Communicate to motivate and track progress.

RECOMMENDED PARTICIPANTS

Leaders setting direction, Senior managers, Executives, Business owners.

TOPICS COVERED

- Vision and Goal setting importance
- Crafting vision statements
- SMART goals framework
- Alignment strategies
- Implementation and monitoring

Advanced Leadership Skills

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2 Days

EC 104 – Strategic Thinking & Decision Making

Honing ability to anticipate future challenges and opportunities through analytical frameworks.

OBJECTIVES

- Enhance strategic thinking.
- Anticipate future challenges.
- Improve decision-making outcomes.
- Foster proactive problem-solving.
- Strengthen alignment between strategy and action.

RECOMMENDED PARTICIPANTS

Senior executives, Managers, Strategic decision-makers.

TOPICS COVERED

- Strategic thinking importance
- Environment/Trend analysis
- Decision-making models
- Strategic planning
- Solving complex problems

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2 Days

EC 105 – Emotional Intelligence for Executives

Developing EQ to lead with empathy and improve interpersonal dynamics.

OBJECTIVES

- Enhance EQ skills.
- Develop empathy.
- Improve interpersonal communication.
- Foster inclusive culture.
- Strengthen resilience.

RECOMMENDED PARTICIPANTS

Executives, Managers, Leaders seeking to drive success through EQ.

TOPICS COVERED

- EQ components
- Self-awareness/Self-regulation
- Empathy
- Relationship management
- Conflict resolution
- Fostering teamwork

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2 Days

EC 106 – Conflict Management at Executive Level

Managing high-level conflict constructively while preserving relationships and productivity.

OBJECTIVES

- Identify/manage executive conflict.
- Implement constructive resolution.
- Foster open communication.
- Maintain morale.
- Strengthen trust.

RECOMMENDED PARTICIPANTS

Executives, Senior managers, Team leaders.

TOPICS COVERED

- Nature/Causes of conflict
- Negotiation strategies
- Communication/Active listening
- Difficult conversations
- Building trust culture

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2 Days

EC 107 – Executive Coaching Ethics & Boundaries

Upholding ethical standards and establishing clear boundaries in coaching relationships.

OBJECTIVES

- Understand ethics/boundaries.
- Identify coaching challenges.
- Develop confidentiality strategies.
- Establish boundaries for client safety.
- Adhere to professional standards.

RECOMMENDED PARTICIPANTS

Executive coaches, HR professionals, Leaders involved in mentoring.

TOPICS COVERED

- Ethical principles
- Confidentiality/Privacy
- Conflicts of interest
- Professional limitations
- Ethical dilemmas
- Supervision

Training Methodology & Post-Training Support

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Training Methodology

Rhizome Training goes beyond traditional lecture-style learning. We believe in fostering an interactive environment that actively engages participants and empowers them to retain knowledge. Here's how we achieve this:

- **Case Studies & Real-World Scenarios**
  We bring theory to life by delving into relevant case studies that mirror real-world challenges faced by professionals. Participants can analyse these scenarios, identify key takeaways, and apply learnings to their own situations.

- **Practical Exercises & Simulations**
  Learning by doing is paramount. Our Programmes incorporate interactive exercises, role-playing simulations, and group discussions. This allows participants to practice new skills in a safe space, receive feedback, and refine their approaches.

- **Collaborative Learning**
  We foster a collaborative learning environment. Participants work in teams, share experiences, and learn from each other's diverse perspectives. This not only enhances knowledge retention but also builds valuable networking opportunities.

- **Technology Integration**
  We leverage technology to enhance the learning experience. Online learning modules, interactive quizzes, and digital tools provide flexible learning opportunities.

Our training Programmes place a strong emphasis on interactive learning, providing participants with opportunities to engage with the material actively.

Post-Training Support

Your development does not stop after the training ends. Rhizome Training provides ongoing support to ensure you can successfully implement your newfound skills:

- **Individual Coaching Sessions**
  Optional one-on-one coaching sessions allow you to delve deeper into specific challenges and receive personalised guidance from our experienced trainers and consultants.

- **Alumni Network**
  Join our exclusive alumni network to connect with fellow participants, share experiences, and stay updated on industry trends. We also host regular webinars and workshops for continuous learning.

- **Resource Library**
  Gain access to a comprehensive online resource library filled with valuable materials, templates, and case studies to support your ongoing professional development.

We are committed to empowering participants beyond the training room, ensuring sustained growth and success in their professional endeavors.

Why Choose Rhizome

RHIZOME CONSULTING

Rhizome Training is more than just a training provider; we are your partner in human capital development. Here's what sets us apart:

Unique Approach

We take a holistic approach to learning and development. We assess your specific needs, tailor Programmes accordingly, and focus on achieving measurable outcomes.

Expert Trainers

Our trainers and consultants are industry veterans with extensive experience and proven track records. They are passionate about knowledge sharing and dedicated to your success.

Customised Solutions

We don't offer a one-size-fits-all solution. We work closely with you to understand your specific needs and develop customised training Programmes that target your unique challenges and goals.

Measurable Results

We are committed to providing training that delivers tangible results. We use clear performance metrics to track progress and ensure your investment translates into improved skills and increased productivity.

"Our holistic approach encompasses not only skill development but also mindset and behavioural shifts, fostering long-term growth and success."