



Mind Gliding Ltd.



Mind Gliding LTD

Mind Gliding commits itself to the principle of supporting individuals and organisations In the acquisition and development of wisdom

We offer a wide range of services for:
Individuals, couples and groups
(coaching and mentoring)
Corporate clients
(training courses and seminars)

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Professional Management Development

Executive/Managing Director

Senior Management

Middle Management

Women in Senior Management Positions

Mind Gliding cares for Top people

We understand.....

We express YOUR issues in YOUR language!

Mind Gliding combines organisational talent and psychological skills to deliver a unique Professional Management Development programme to corporate clients.

Our programmes focus on people's inter-action in their relationships with each other and in the systems (organisations) in which they operate.

People in business at senior level are often aware of their role and what is expected of them within the organisation, but can they completely fulfill these expectations?

Mind Gliding found a niche in the market to deliver programmes that highlight the foundations of relationship communication to people involved in corporate management, from senior level downwards.

Mind Gliding looks further than schooling, training and learning how to become a good manager. Mind Gliding delivers the fundamentals of "being" a good manager.

Mind Gliding Ltd

17 Teynham Close
Cliftonville
Kent CT9 3JW

Tel: 01843 296565
Email: info@mind-gliding.co.uk
Web: www.mind-gliding.co.uk



Mind Gliding Ltd – Corporate Programmes

The Kent based Mind Gliding company has an authentic approach to Professional Management Development.

People are often identified as the most important assets of organisations. Mind Gliding support their clients in matching rhetoric and reality when it comes to managing and developing their people.

Professional Management Development

Mind Gliding offer management training, focusing on building and improving corporate relationships and communications. Effective stress- and change-management, workplace and corporate performance and conflict resolution are all part of an extensive portfolio of staff development programmes.

The Business Leaders programme

Mind Gliding focus on people's interaction in their relationships with each other and within the systems or organisations in which they operate. People in business at senior level are often aware of their role and what is expected of them. This creates concerns about their ability to adequately fulfill those expectations. Failure to meet these expectations causes stress and anxiety which in turn adversely affects relationships within a business.

The Business Leaders Programme links personal development to conscious competence as a business leader.

Coaching Practice for Managers

Mind Gliding realised that in areas of management development there is lack of material that highlights the significance of relationship and communication between people involved in corporate management. Consequently Mind Gliding has created programmes like the Coaching Practice for Managers that look further than schooling, training and learning on how to become a good manager.

The Coaching Practice for Managers develops the skills of becoming “a different observer”.

Corporate Assertiveness Programmes

Every functional business reflects the people it employs.

Peter Gleeson, a Gestalt trained psychologist, together with his partner Dr Eddy Kloprogge, a medical scientist, have developed training programmes for individuals within organisations to improve performance and self-esteem at every level of business.

Business organisations have often underlying ‘people’ problems that are not always easy to identify.

Mind Gliding is dedicated to work with the people in organisations, as an accelerant towards a desired outcome, helping them to achieve their goals.



The Business Leaders programme

Develop yourself as a Business Leader

Mind Gliding delivers LEADERSHIP coaching and support services, for Senior Management, Company Executives, Managing Directors and Business owners.

Mind Gliding programmes will train you to:

- Communicate more effectively
- Relate better to your staff
- Become more assertive
- Avoid and resolve business conflicts
- Inspire motivation
- Avoid and cope with stress
- Manage change
- Develop creative thinking
- Make efficient use of existing resources
- Eliminate waste (energy, time etc)

Mind Gliding will support and coach you in:

- Identification of needs
- Planning, implementing, monitoring and evaluation of an Action Plan
- Creating a framework for goal setting, personal & organisational development and maintenance for sustainable growth

Mind Gliding is a registered trademark for educational and training services.

We have developed special training material for the BUSINESS LEADERSHIP PROGRAMME

Mind Gliding has a flexible approach that starts with a diagnostic consultation.

Mind Gliding has access to a vast range of training material that enables us to design Package tailor-made for your own developmental needs.



Coaching Practices for Managers

Coaching Practices for Managers is not about improving your decision-making or problem solving skills. It is about giving you access to different actions as a result of becoming a different observer of the culture around you.

Mind Gliding programmes will train you to:

- Develop the ability to see things from a different perspective –this enables managers to:
- Deal with complaints by finding the hidden request
- Hear and appreciate commitment masked by the presenting complaint
- Focus on specific points rather than deal with generalised concepts
- Expand thinking and perception to increase the value gained from assessment and evaluation
- Solve problems by identifying precisely what is missing – in order to accurately and appropriately fill resources shortages
- Observe and understand (accommodate) the impact of moods and emotions on interaction within an organisation
- Establish the appropriate context and framework in dealing with presenting issues
- Prevent reoccurrence of persistent challenges and problems

Mind Gliding will support and coach you in:

- Expanding awareness and capability to positively deal with management challenges (problems)
- Create a structure and framework that will support growth and development
- Provide an accelerant towards a desired outcome

Mind Gliding is a registered trademark for educational and training services.

We have developed special training material for the COACHING PRACTICES FOR MANAGERS PROGRAMME

Mind Gliding has a FLEXIBLE approach that starts with a diagnostic consultation.

Mind Gliding has access to a vast range of training material that enables us to design a package tailor made for your own developmental needs.

Corporate Assertiveness Programmes

Mind Gliding delivers a powerful Assertiveness Training Programme for individuals on a one-to-one basis or in groups of max. 10 persons

Language of assertion

- If I am not assertive what are the other options
- Assertiveness means
- Saying NO!
- Bill of Rights

Assertion state creation

- Physiology
- Three ego states: Parent, Adult, Child
- Internal dialogue
- Associative conditioning

Assertive Techniques and practices

- Formula for positive communication
- DESC
- Giving and receiving feedback
- Moving forward in a way that benefits all concerned

Transferability and use of assertiveness skills

- Identifying situations where it is difficult to be assertive
- Dealing with these situations in an assertive manner
- The effect of feelings and emotions
- Learning from the past
- Action plan

Mind Gliding is a registered trademark for educational and training services.

We have developed special training material for the ASSERTIVENESS TRAINING PROGRAMME

Mind Gliding has a FLEXIBLE approach that starts with a diagnostic consultation.

Mind Gliding has access to a vast range of training material that enables us to design a package tailor made for your own developmental needs.

'Relationship'

The "Core Programme" of Mind Gliding, covering the five elements of interpersonal interaction:

1. Coming together – forming the working alliance

As a foundation of all activity, for any "organised" (as in organisation) group of people to achieve desired outcomes there must be clarity of purpose and intent that is understood, accepted and agreed on and a willingness to participate by all involved.

2. Being aware of what is preventing and obstructing development and progress

When objectives have been agreed and action plans formulated, despite the apparent positive intentions of all concerned, progress can be impeded by unforeseen challenges and obstacles. It is vital to understand where these have come from, who is involved in creating and placing them, what their motivation was, and how to overcome the difficulties created. Awareness of how an obstacle may have been previously useful increases the likelihood of transforming it in a way that will support future progress and development.

3. How to move forward in a manner that benefits all concerned

When obstacles have been positively transformed, progress towards agreed objectives can begin. Levels of motivation and active participation will increase proportionally the value of benefit gained by all participants.

4. Identifying an ideal way of operating and being together

The likelihood of achieving desired outcomes in an efficient manner is increased when an ideal or 'optimum' way of inter relating is agreed and a 'real relationship' created.

5. Achieving and maintaining an 'optimum' state

Once this process is fully understood, it becomes possible to create an 'Optimum State' anywhere, anytime, with anyone. A state where things are as close to an ideal as you could imagine or wish for.

This 5 element model provides a secure and robust framework to develop relationships between individuals, teams, groups and organisations, creating enhanced individual contribution resulting in improved collective performance. It also has the ability to positively align individual perception of a task.

As a self regulating tool, The 5 element model has the ability to ensure that change is seen as a positive experience and not one to be resisted.



Mind Gliding Business Services

Business Support for small businesses

Mind Gliding distinguishes and integrates two different Business dynamics:

- People in your organisation (process)
- Structuring your business (procedures)

Project management

Mind Gliding can take on the process of planning, organising, directing, controlling and achieving finite objectives for small business projects.

Organisational Constellations

People are often identified as the most important assets of organisations. For people to contribute and take control over their responsibility within the organisation, organisational constellation is a powerful tool to create awareness and find solutions. Constellation workshops is most beneficial for groups of 8 – 16 people, ideally represented by different organisations or departments within larger organisations.

Marketing

Mind Gliding organises marketing projects where communication and feedback with customers is sought in an open and honest way through an independent facilitation.

Self Help Groups facilitation

When collecting a group of people together who are striving for the same objectives, the end result in achieving their goals will increase several times more than adding up all potential individually. Mind Gliding is skilled in facilitating the process of communication, negotiation and conflict resolution.

Counselling

In individual cases, next to coaching, Mind Gliding has expertise in counselling in various areas in combination with business involvements.

Webdesign

Mind Gliding has its own web design company: EK Webdesign, which specialises in start-up affordable websites in combination with business support.

Mind Gliding is dedicated to work with the people in organisations, as an accelerant towards a desired outcome, helping them to achieve their goals.

Mind Gliding Ltd - Biography

Mind Gliding is an organisation that focuses its activities on professional service provision for individual and organisational development.

Mind Gliding fills a niche in the market to deliver programmes that highlight the foundations of relationship communication to people involved in corporate management, from senior level downwards.

Mind Gliding looks further than schooling, training and learning of how to become a good manager. Mind Gliding delivers the fundamentals of “being” a good manager.

Mind Gliding is a limited company incorporated on 7th January 2004.
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Mind Gliding[®] is a Trademark registered in Britain and Northern Ireland No. 2369302

Dr Eddy Klopogge – Managing Director



Eddy Klopogge is an international accredited research scientist, who has lectured at international symposia (Brussels, Utrecht, London, Stockholm, Minneapolis, and San Diego) and universities (Groningen, Utrecht, Oxford, Paris, Munster). Initially trained under Professor Jan Sixma and Professor Jan Willem Akkerman in Biochemistry and Medicine in Utrecht, he moved to the Island of Jersey in the eighties to become an entrepreneur and business manager. After a short period working in the voluntary sector in Kent, Eddy became Managing Director of Mind Gliding.

As a researcher and business developer, he contributes to the ever evolving management and growth of Mind Gliding.

He acts as a project manager, initiates structures and strategies.

As a quality controller, he contributes to the monitoring and evaluation of the specially designed programmes, which can be tailor made for the individual or for the corporate world.

Peter Gleeson – Programme Director



Peter Gleeson is an international accredited facilitator in personal and organisational development, ranging from conflict resolution in South and East Africa to lecturing at the “Regina Mundi” university in Rome.

He is trained as a psychotherapist in Bristol and London and developed his skills as a gestalt psychologist under Professor Petruska Clarkson in London.

He is an expert in cognitive behavioural group work for which he introduced programmes for the criminal & justice system and the psychiatric health care in the UK.

Mind Gliding has given Peter the opportunity to contribute to the success of business organisations: The programmes he develops focus on people’s inter-action in their relationships with each other and in the systems (organisations) in which they operate.



The wise old owl lived in the oak,
The more he saw, the less he spoke;
The less he spoke, the more he heard;
Why can't we be like that wise old bird?

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