



Cubet Ltd

Developing people at an individual, team
and organisational level for over 40 years

We design and deliver practical, sustainable solutions that help individuals, teams and organisations perform at their best through coaching, mentoring, training and development.



Examples Of What We Offer

Coach the Coach

Phase 1 - Introductions

Phase 2 - 8 x 2 hour online interactions, in business contextualised workshops.

Phase 3 - Delegating experience, 3 hours of 1-to-1 coaching

Leadership Development

Phase 1 - Introductions

Phase 2 - 10 x 4-hour face-to-face interactive, in business contextualised workshops.

Phase 3 - Delegating experience, 3 hours of 1-to-1 coaching

Phase 4 - Tailored individual development activities

Examples Of What We Offer

Developing Leaders

4 x Half-day interactive contextualised sessions with self-analysis & development:

- Understanding and optimising one's own styles of learning, communications & leadership
- Advanced communication tools for leaders
- Understanding and optimising the use of influence, emotional intelligence & negotiation
- Introduction to leadership by coaching

Delegates then experience 3 hours of 1-to-1 coaching

How We Help

- ✓ Assertiveness
- ✓ Confidence Building
- ✓ Conflict Management
- ✓ Creativity & Innovation
- ✓ Decision Making
- ✓ Resilience
- ✓ Empowerment
- ✓ Stress Management
- ✓ Influencing Skills
- ✓ Team Building
- ✓ Workplace Silos
- ✓ Train the Trainer
- ✓ Effective Communications
- ✓ High-Performing Teams
- ✓ Understanding & Developing Culture
- ✓ Cultural Development
- ✓ Mindsets, Mindfulness & Resilience
- ✓ Coaching & Mentoring
- ✓ Effective Change Programmes
- ✓ Optimising Your Employees
- ✓ Team Leader Development Programmes
- ✓ Support for newly promoted line managers
- ✓ Understanding and Optimising Creativity & Behaviours
- ✓ Understanding & implementing & Managing Change



Client Companies:



Portfolio Examples

The Brief

These companies - NDA rules apply - (one privator major international manufacturer, the other a large public sector body) identified the need for improved collaboration to deliver a very large project.

The companies recognised the need to empower their leaders to improve both internal and external relationships.

To deliver a leadership development programme through DiSC behavioural analysis.

The How

A series of interactive cross-departmental workshops significantly enhanced self-awareness and improved organisational culture, empowering participants at all levels.

The Feedback

“Excellent presentation. Lively and engaging.”

“Rob did a great job. He clearly has a deep understanding of and passion for the topic.”

“Rob kept it simple and down to earth to engage the audience.”

“Really dynamic and engaging - lots of real-life examples took us specifically through the DISC profile, which was interesting.”

The Brief

The company was preparing for a time three years hence when a number of Directors were due to retire.

The company recognised the limitations of having top down permission based Leadership and need to develop the current crop of leaders at all levels.

To develop a leadership programme through a coaching approach in the business.

The How

Equipped current and future leaders with coaching skills, which were applied while coaching delegates to implement their newfound abilities.

The Feedback

“I brought Rob into our team during lockdown after we had identified a need to coach our leaders to be better coaches - which is exactly what he did. He has been working with us ever since. Rob has delivered training courses, one to one and group coaching.”

“He’s worked with senior leaders and middle managers, as well as getting involved in some specific personal development work. I have consistently appreciated his insight and tenacity, along with his calm and confident nature.”

The Brief

The company was experiencing exponential growth from 12 headcount in 2012 to over 100 in 2023.

The company recognised that the highly qualified (IFA regulated) young (aged 20 -25) staff, whilst technically high performing lacked (in many cases) life and Leadership experiences.

To develop a leadership through coaching approach in the business.

The How

Designed and developed a tailored coaching leadership program delivered through workshops and activities for multiple cohorts of leaders.

The Feedback

“If you have tried out some other management courses in the past but find them to be a little dry and like you were being lectured to, then I would encourage you to give this a go for a much more engaging experience.”

“I've been fortunate enough to receive leadership coaching from Rob over the past few months. When I think back to where I was this time last year, the difference is night and day. The biggest selling point, in my opinion, is Rob's style of delivery that encourages people to challenge their ways of thinking in order to achieve real growth as managers.”

The Brief

To develop an enhanced safety culture of “Speak without fear” by “turning down the volume and lowering the heat.”

To develop a group of technically well-qualified marine turbine technicians into team leaders able to lead a variety of contractors ranging in age and experience.

To develop Managers to lead by example, ensuring a positive, innovative, challenging project-focused attitude prevails.

Increase staff involvement, ownership, and business improvement, leading to sustained staff satisfaction whilst maintaining work-life balance. Increase morale and engagement.

The How

Designed and developed a tailored coaching leadership program delivered through various activities including workshops and events for multiple cohorts of leaders

The Feedback

“There is a lively buzz within sessions and learners and tutor are highly motivated. The challenging ask-and-answer questions showed high levels of sustained concentration.”

“Well-chosen analogies were used to explain theories and practice. Rob is highly focused and clear instructions were given.”

“Inspirational and appropriate pace, activities were well-timed to maintain interest and stimulate learning.”

The Brief

To develop a culture far removed from the current attitudes and behaviours of the Management Teams to take responsibility for themselves, their teams and the projects that they have responsibility for.

To develop Managers to lead by example ensuring a positive, innovative, and challenging project focused attitude prevails.

Increase staff involvement, ownership and business improvement, leading to sustained staff satisfaction whilst maintaining work-life balance. Increase morale and engagement.

The How

Developed a program that empowered leaders to enhance staff involvement, ownership, and business improvement, resulting in sustained satisfaction, work-life balance, and increased morale and engagement.

The Feedback

“Rob came to Castlet to deliver the must needed management training to the management and the senior leadership team.”

“As the Director of Research, I was keen to learn how we could work together to make the company grow, during which time we were pushing the next big product to the market. Some of the key points I have picked up include the importance of communication and self-reflection for me to work better in the team. I definitely recommend Rob if you want build a stronger team.”

The Brief

To understand how they would take the business forward

To provide a reality check (if necessary) between aspiration and delivery.

To identify and close gaps in skills.

In essence, determine: Where they were then, where they wanted to be, and how they were going to get there.

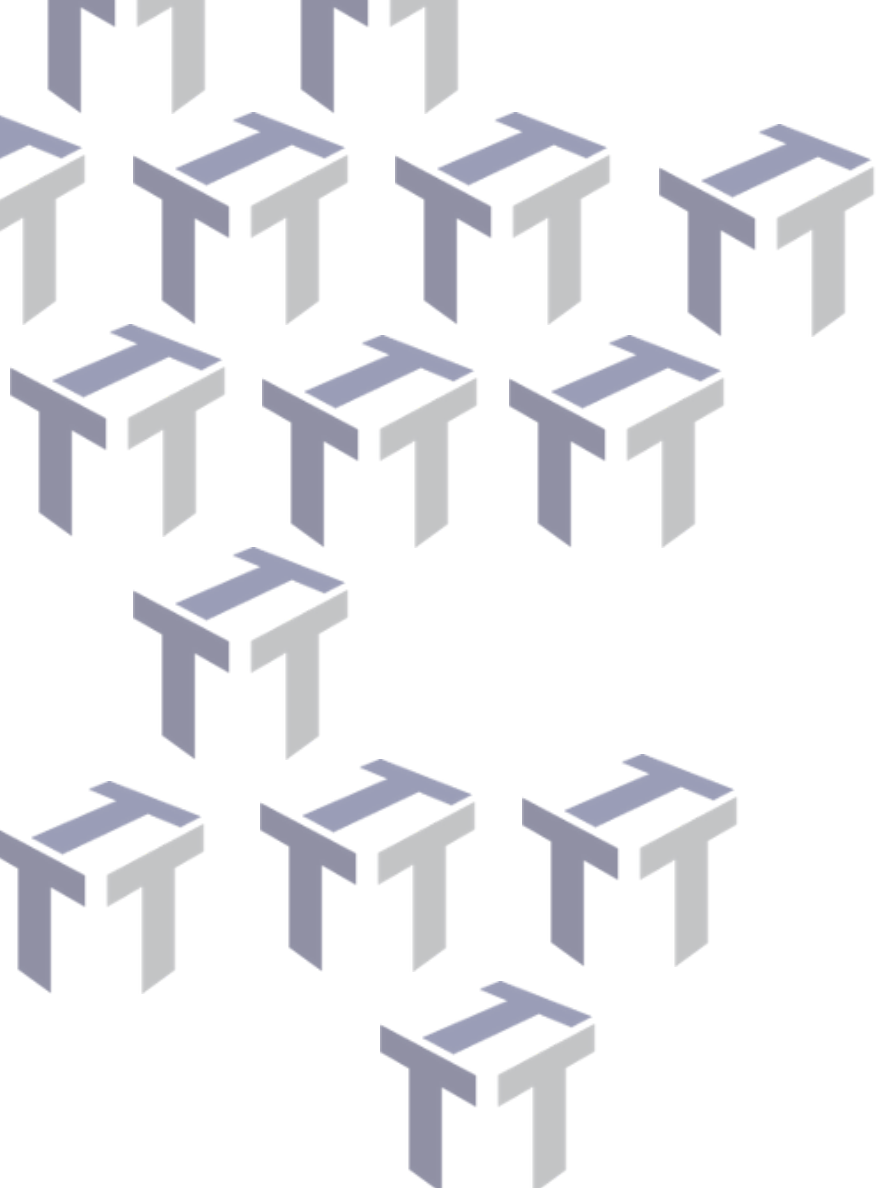
The How

Developed the team through workshops, activities, and coaching to recognise and fulfil individual and business potential.

The Feedback

“With help and encouragement from Rob, I realised I can take lead without feeling embarrassed and being nervous. I have since headed several sales meetings and managed to do a product presentation to a customer at their premises.”

“Rob has taught us about ourselves and about the rest of Team Papini. When you understand both, you can understand how we can work better together. We have really developed as a team and moving forward. One of the key areas is communicating better.”



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