

Practical Learning for Real Workplace Performance

2026 Programme Prospectus

Developing Skills That Strengthen People and Performance



Our programmes build the confidence, capability and behaviours that enable individuals and teams to perform at their best.



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 workjuggle

Why WorkJuggle?

Work has changed. Expectations are higher, attention is shorter, and the ability to think clearly, communicate effectively and lead with confidence has never mattered more.

WorkJuggle programmes are designed for this reality. We focus on building practical capability, not just knowledge, equipping individuals and teams with tools they can apply immediately in their day-to-day work.

Our programmes help organisations to:

- Strengthen leadership at every level
- Build confident early-career talent
- Improve communication and decision-making
- Create inclusive, high-performing teams

And help individuals to:

- Navigate workplace challenges with clarity and confidence
- Build essential professional skills that accelerate growth
Contribute more effectively in modern, fast-moving environments

The WorkJuggle Blueprint

Immersive, practical, human

We deliver facilitator-led workshops that blend insight, discussion and real-world application, ensuring learning translates into behaviour change.

Tri-layer learning design

Core: live, interactive workshops

Alternative: curated learning (podcasts, reading)

Complementary: on-demand tools and reinforcement

Designed for real work

Every session includes:

Practical tools and templates

Scenario-based learning

Immediate application

*A culture of
growth is created
one conversation
at a time*



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BMM-1

Mentorship that Matters

Leaders Edition

Course Overview

A practical, modular programme that equips managers with the mindset and tools to mentor, coach and develop early-career talent with confidence.

Key Outcomes

- Build trust-led relationships
- Coach for growth, not compliance
- Deliver feedback that drives performance
- Create psychologically safe environments

Managers leave with practical, repeatable techniques they can use immediately to develop the next generation of talent.

Duration & Format:

- Modular workshops (1-2 days - phased modular delivery available)
- In-person



Trust is built in moments: the quick check-in, the honest question, the space to try again

BCT-1

Critical Thinking

In the Age of AI

Course Overview

Develop the ability to question, analyse and make sound decisions in increasingly complex and AI-influenced environments.

Key Outcomes

- Recognise bias and flawed reasoning
- Structure thinking and problem-solving
- Evaluate information and AI outputs critically
- Make confident, evidence-based decisions

Participants leave with practical frameworks they can apply immediately to analyse information, challenge assumptions and make better decisions.

Duration & Format:

- Half or full-day Workshop
- In-Person or Online



Because the best ideas come from better thinking

BECA-1

Early Careers Accelerator

Course Overview

Equip early-career talent with the essential workplace skills needed to contribute, communicate and grow.

Key Outcomes

- Professional communication and collaboration
- Time management and prioritisation
- Confidence and personal impact
- Structured problem-solving

Participants leave with practical skills they can use immediately to communicate effectively, contribute with confidence and navigate the workplace.

Duration & Format:

- 12 Modules. Each module is a half-day (3–3.5 hrs in duration)
- In-Person or Online



When early careers talent thrives, the whole organisation moves forward

BDT-1

Design Thinking

Course Overview

A hands-on programme that introduces teams to human-centred design, enabling them to approach challenges with creativity, empathy and structured thinking.

Key Outcomes

- Apply design thinking frameworks
- Generate and test ideas quickly
- Solve problems collaboratively
- Build a culture of innovation

Teams leave with practical tools they can use immediately to solve problems creatively, test ideas quickly and drive innovation.

Duration & Format:

- Two to three days, depending on client requirements
- In-Person or Online



When ideas are tested early, better solutions emerge faster

BSTB-1

Storytelling for Business

Course Overview

Develop the ability to communicate complex ideas clearly and persuasively through structured, purposeful storytelling.

Key Outcomes

- Structure messages for clarity and impact
- Influence stakeholders effectively
- Translate data into compelling narratives
- Present with confidence

Participants leave with practical techniques they can use immediately to communicate ideas clearly, influence stakeholders and drive action.

Duration & Format:

- Half or full-day, depending on client requirements
- In-Person or Online



When messages are clear, people align and act

BFL-1

Female Leadership

Course Overview

Empower women to lead with clarity, confidence and authenticity while navigating real workplace dynamics.

Key Outcomes

- Strengthen leadership presence
- Navigate visibility and influence
- Build confidence in decision-making
- Manage barriers and bias

Participants leave with practical strategies they can use immediately to lead with confidence, strengthen their voice and increase their impact.

Duration & Format:

- Four days, typically delivered as two days per month over two months
- In-Person or Online



*When women lead
with confidence,
organisations
grow stronger*

BCI-1

Conscious Inclusion

Course Overview

Shift inclusion from theory to practice, equipping teams with the behaviours and tools to create genuinely inclusive environments.

Key Outcomes

- Recognise everyday exclusion behaviours
- Build inclusive communication habits
- Create psychologically safe teams
- Embed inclusive decision-making

Participants leave with practical behaviours they can use immediately to build inclusive teams and create environments where people feel safe to contribute.

Duration & Format:

- Half or full-day
- In-Person or Online



When everyone feels included, performance and innovation increase

BLWP-1

Leading with Purpose

Course Overview

Develop leaders who can connect organisational goals with human motivation, creating clarity, engagement and stronger performance.

Key Outcomes

- Lead with clarity and intention
- Align teams around purpose
- Build trust and accountability
- Drive performance through engagement

Leaders leave with practical approaches they can use immediately to align teams, build trust and drive performance through clarity and purpose.

Duration & Format:

- One to three full-days, depending on client needs
- In-Person or Online



When purpose is clear, people and performance align

PMM-2

Leading Early Talent: When the Old Playbook Fails

Course Overview

Develop the skills, structure and confidence to mentor effectively, equipping you with practical tools to support others in a meaningful and impactful way.

Key Outcomes

- Build trust and psychologically safe mentoring relationships
- Structure mentoring conversations with confidence
- Ask effective questions and listen with intent
- Give feedback that supports growth and development

Participants leave with practical tools they can use immediately to mentor others with confidence and clarity.

Duration & Format:

- Half-day workshop, with practical tools and a personal action plan for immediate application
- Online



*When mentoring
is done well,
confidence and
capability grow*



PDC-2

Difficult Conversations

Course Overview

Learn how to approach difficult conversations in a structured, respectful way, enabling you to address issues early and communicate with confidence under pressure.

Key Outcomes

- Structure conversations with clarity and purpose
- Manage emotions in high-stakes situations
- Communicate directly without escalating tension
- Address issues early with confidence

Participants leave with practical techniques they can use immediately to handle difficult conversations with clarity and confidence.

Duration & Format:

- Half-day workshop, including structured frameworks, real-world scenarios and practical conversation tools
- Online



When conversations are handled well, trust grows stronger

POP-2

Office Politics

Course Overview

Understand the unwritten rules of the workplace and develop the awareness and skills to navigate relationships, influence effectively and protect your reputation.

Key Outcomes

- Recognise workplace dynamics and behaviours
- Build influence without compromising integrity
- Manage stakeholder relationships effectively
- Navigate challenging situations with confidence

Participants leave with practical strategies they can use immediately to navigate workplace dynamics with confidence and integrity.

Duration & Format:

- Half-day workshop, combining practical frameworks, discussion and scenario-based learning
- Online



When you understand the dynamics, you can influence with confidence

PCT-2

Critical Thinking for AI

Course Overview

Strengthen your ability to question, analyse and interpret information, helping you use AI tools more effectively and make better decisions in your day-to-day work.

Key Outcomes

- Evaluate information and AI outputs critically
- Recognise bias and flawed reasoning
- Structure thinking and problem-solving
- Make confident, evidence-based decisions

Participants leave with practical frameworks they can use immediately to think critically, question effectively and make better decisions.

Duration & Format:

- Half-day workshop, with practical frameworks, exercises and real- world application
- Online



When thinking improves, decisions follow

Meet Our Team

Our programmes are delivered by experienced facilitators with real-world backgrounds in fast-moving organisations. They create high-quality learning experiences that are structured, inclusive and grounded in real workplace challenges.

The result is learning that resonates, builds capability and delivers meaningful impact beyond the session.



Ciara Garvan, Founder & Facilitator

Ciara is the founder of WorkJuggle and an experienced facilitator known for creating practical, human-centred learning that translates into real workplace impact.

Ciara works with professionals and organisations to build confidence, clarity and capability in the moments that matter most.



Aoife Garvan, Lead Facilitator

With 15 years' experience at companies including LinkedIn and Oracle, Aoife works with returners, career pivoters and graduates to enhance their workplace readiness soft skills.

Aoife's practical, down-to-earth approach helps people question, analyse and use ideas more effectively in real work situations. Aoife is also a trained drama facilitator and volunteers as an active listener with Aware bringing a diverse set of skills to her delivery, which makes for engaging and high energy learning sessions.



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Ready to build capability that lasts?

The most effective organisations invest in skills that show up in how people think, communicate and perform every day.

At the same time, professionals are looking for practical ways to grow, contribute and navigate the realities of modern work with confidence.

WorkJuggle programmes are designed to support both, equipping teams and individuals with practical tools they can apply immediately, and building capability that lasts beyond the session.

Whether you are shaping a learning pathway for your organisation or investing in your own development, we can support you.

Let's start the conversation.