



People**Unboxed**



Learning Portfolio.

Transforming organisational capability
and driving workplace performance.



About us.

We are PeopleUnboxed, and we pride ourselves on being inspirational, creative and fun!

We're passionate about unboxing people's potential to make organisations more effective and get you the impact you're looking for. Whether it's developing your leaders, digitalising your learning, or creating an engaging, values driven culture, we will work with you to future-proof your workforce.

We've worked with SMEs through to fast-paced, multi-site businesses, across a range of industry sectors and we've facilitated change from small scale projects through to large, complex organisations of over 100,000 employees.

With us, anything's possible!



One simple vision.

To make a difference to people's lives in the workplace and beyond.

We do this by inspiring and empowering individuals and organisations to transform the way they work.

Think differently. Do differently. And stand out from the crowd.

Our solutions are a mixture of either completely bespoke, tailored to you or off-the-shelf. So whatever it is your business needs, we can find exactly the right fit for you.

Our values.



Customer centric

It's all about you, your business and your people. With tailored solutions, anything's possible. Let's reach for the sky!

Trustworthy

You can count on us to be open, honest and authentic. That's how you know, you can trust us with your business.

Inspirational

We aspire to inspire culture changing, forward thinking, modern workplace ethics.

Team spirited

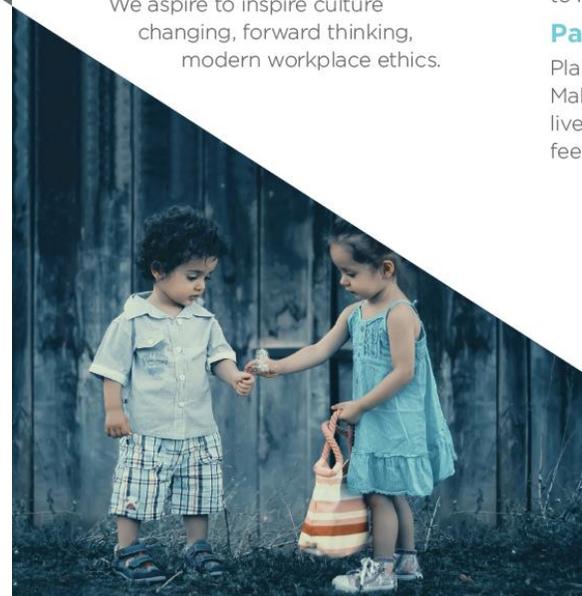
We believe in collaboration, long-standing partnerships, and of course having some fun. Think of us as an extension of your team. Let's win together!

Driven to excel

Change doesn't happen by standing still. We're inquisitive, creative and innovative. There's always an answer, you've just got to know where to look.

Passionate

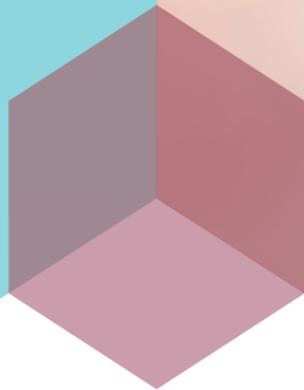
Plain and simple, we love what we do. Making a positive difference to people's lives, how they think and how they feel. There's no greater reward!



“ People may forget what you said, but they never forget how you made them feel...”

What we do.

We make a difference to your business with truly immersive and blended programmes; face-to-face, digital or otherwise.



Learning Technology

Agile microlearning - **MemoryBox**
Bespoke elearning
Off-the-shelf elearning - **AllBoxedUp**



Leadership Training

Leadership courses
Bespoke leadership programmes - **BundleBox**
Blended programmes - **BundleBoxBlend**
Team building sessions



Employee Experience

People strategy & organisational culture
Employee engagement
Wellbeing and mental health

If you can dream it,
we can do it.

Let's reach for the stars!

If you have a challenge, and you can only dream of finding the perfect solution, we can help. We know what it's like; you know your business, you know where you want to go, but you're just not sure how to get there.

Sometimes we all need a little helping hand to inspire us and turn our dreams into reality.

Give our expert consultants a shout and together we can work out your perfect solution.

“PeopleUnboxed were the perfect solution for our learning needs. They took the time to truly get to know us, provided invaluable advice and delivered a competitive product that's proving to be truly impactful. It's rare to find a company who can truly understand us the way that PeopleUnboxed do.”

Head of Learning & Development, Five Guys



Learning Technology



- ◆ Agile microlearning:
MemoryBox
- ◆ Bespoke elearning
- ◆ Off-the-shelf elearning:
AllBoxedUp

94% of today's workers want to learn at their own pace. The future of learning technology is self-directed learning.

Agile microlearning.

Personalised learning.
Anytime. Anywhere.

Scientifically proven, adaptive learning that reduces training costs and embeds knowledge.

In just 2 minutes a day.

Self-initiated, 'pull' not 'push' learning.

AI intuitively identifies knowledge gaps and adapts to each individual learner.



MemoryBox
Learning...not to forget

Play



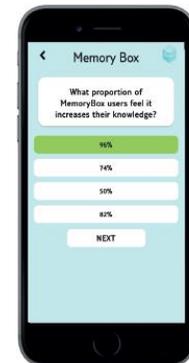
Gamified & engaging

Learn



Daily workouts of 2 minutes

Grow



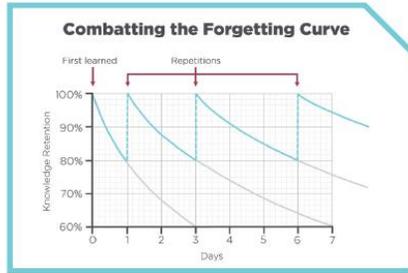
Quizzes verify knowledge

It's like riding a bike.

Repetition reinforces memories.

How often have you been on a training course and remembered every piece of information you consumed immediately afterwards?

Likely never!



That's down to the Ebbinghaus forgetting curve. Some studies suggest that we forget about 50% of new information within an hour of learning it. And that goes up to an average of 70% within 24 hours.

That presents a clear challenge for L&D teams, but there is a solution! Just like riding a bike, if we repeat learning at spaced intervals to exercise our brains it will increase our knowledge retention. This learning technique is called Spaced Repetition.



Click to read more.



Repeat, just as you're about to forget, and you'll remember!

Scientifically Proven

 **1/3 INCREASE IN KNOWLEDGE RETENTION**

Grounded in science. Since 1885.

MemoryBox uses a scientifically proven learning theory called Spaced Repetition.

It embeds knowledge in short bursts, over time, meaning it really sticks in your memory, just like riding a bike! MemoryBox combats the forgetting curve, so your employees remember what they need to perform at their best.

Adaptive

£250k SAVING FOR A MAJOR TRAVEL COMPANY

Your content. Delivered fast to your frontline.

With our unique algorithm, MemoryBox intuitively adapts and personalises the learning to each learner, by identifying and eliminating knowledge gaps. Accessible anytime, anywhere, your

learners will have the flexibility to learn when it suits them.

We'll customise MemoryBox, with your content, your brand and we'll deliver it straight into the hands of your frontline employees. All at a fraction of the cost of face-to-face training.

Impactful

96% FELT THEIR KNOWLEDGE INCREASED

In just 2 minutes a day. With a learner experience like no other.

Our comprehensive insights dashboard, allows you to track the impact of the learning and identify gaps in your

training, so you know you're getting a return on your investment. In just two minutes a day, MemoryBox embeds the knowledge your people need to perform. And when they're ready, MemoryBox verifies their knowledge with end of unit quizzes. Simple, intuitive and fun.

What can MemoryBox do for you?

Modern workplace challenges.
Let's solve them.



Unlimited possibilities.

Onboarding

Immerse your new starters in the mission, values and culture of your company. Help them learn the ropes of their new role. And why not do all this before they even start with you?

Product knowledge

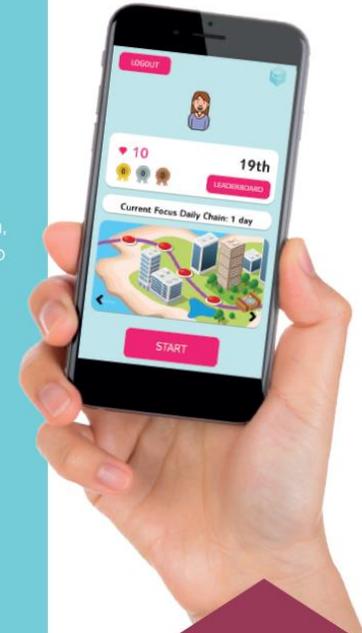
Differentiate your brand by training your employees how to deliver a customer experience that gets you noticed. Whether it's making it extra special for your customers or handling complaints, give your employees the knowledge to set you apart from your competitors.

Customer service

Make sure your people know everything they need to know about your products and services. The ingredients for a new menu, the specification of a new clothing range, new or existing processes and procedures. With MemoryBox, launching something new to your business has never been easier.

Embed knowledge

It's not always about new product launches or new services. Often, it's about continually improving your foundations. Whether it's reinforcing best practice, embedding culture or a simple refresher, your employees will have up-to-date knowledge, embedded in their long-term memories so it's right there at their fingertips.



“It completely and utterly changed everything.”

Operations Manager & MemoryBox user



Interested in MemoryBox?
Scan the QR code & click register for a free demo.

MemoryBox features.

Scientifically proven.
Adaptive. Impactful.



Why do our learners love MemoryBox?



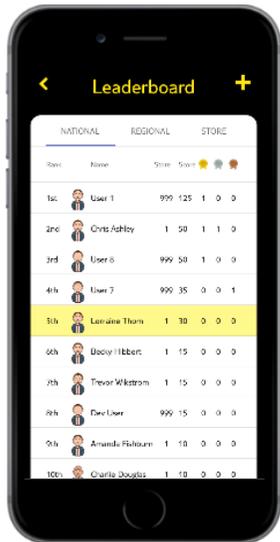
Click to see
MemoryBox in action!

It's as easy as 1, 2, 3.

Learning, straight into the hands of your frontline teams.



1 Play



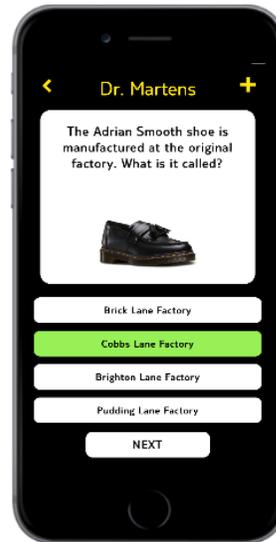
Have fun with your colleagues

2 Learn

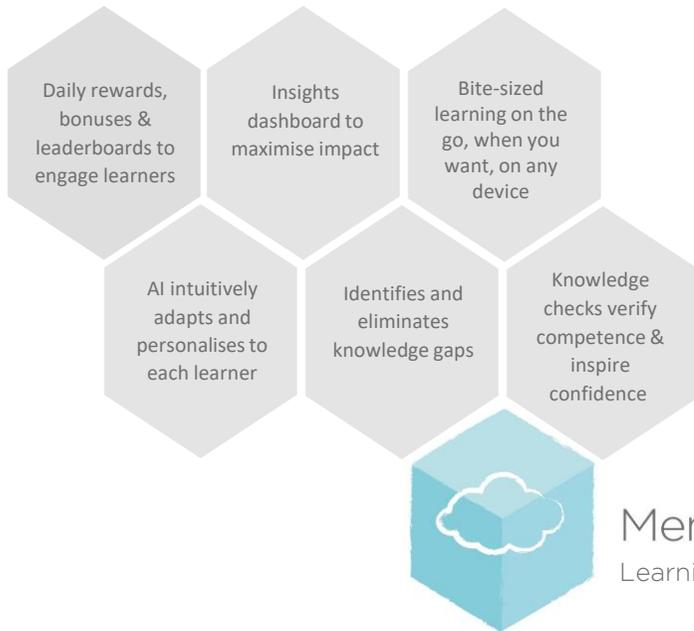


Daily workouts of 2 minutes a day

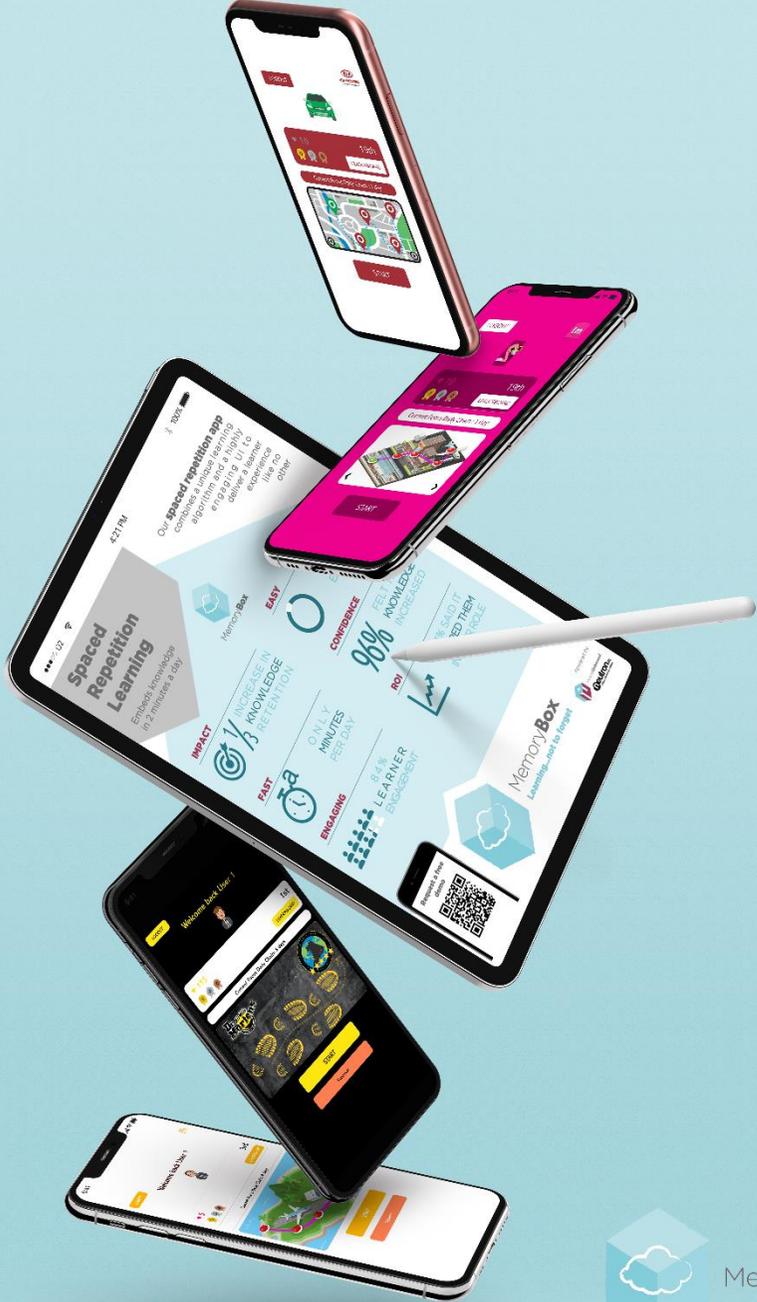
3 Grow



Verify your knowledge with end of unit quizzes



MemoryBox
Learning...not to forget



Customised to you...



Customised to your brand and your content.



Insights dashboard for TNA to maximise impact.



Agile, adaptive learning, identifies & fills individual knowledge gaps.



Engaging UX; daily rewards, unlockable bonuses & leaderboards.



Any device.



Knowledge verification checks.

Case Study.

Personalising the High Street customer experience.

 4,500

 560+ stores

26%
improvement in knowledge retention!

The solution.

- ✓ Different locations as question banks
- ✓ Key knowledge gaps covered within questions
- ✓ Focus periods of 2 months per bank at relevant times e.g. winter breaks



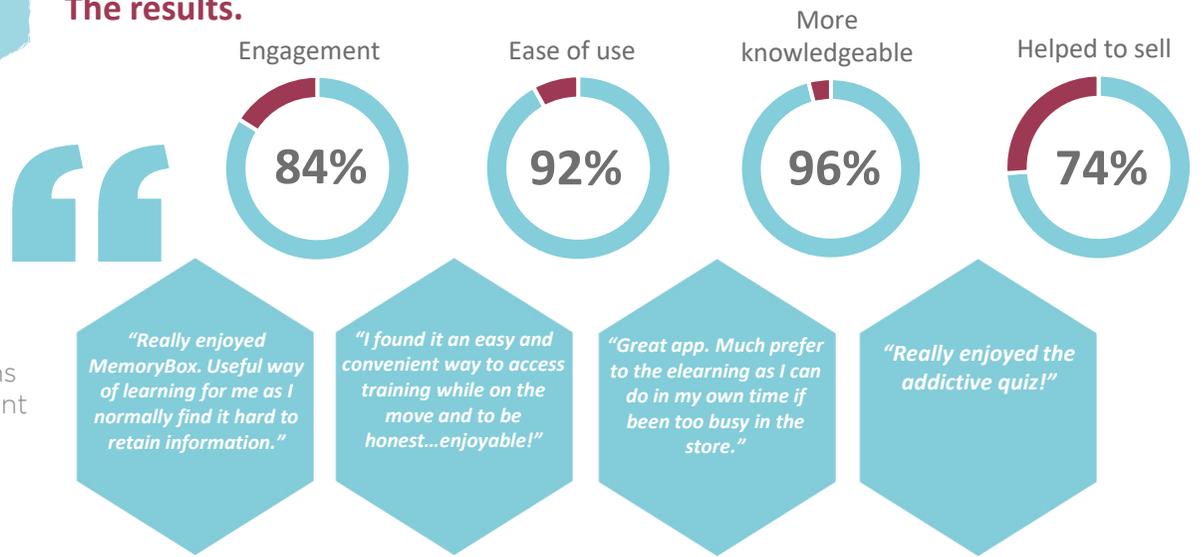
The challenge.

TUI, the UK's largest holiday brand, like many retailers have seen the Highstreet significantly decline in recent years. Technological advances putting information at the fingertips of customers mean they have little reason to visit a branch in person. TUI's strategic intent was to reinvigorate branch visits by

upskilling their travel advisors to provide a personalised customer experience that would rival the online experience. The focus was in-depth holiday destination knowledge and knowledge of product add-ons such as insurance and currency, to provide a comprehensive service.

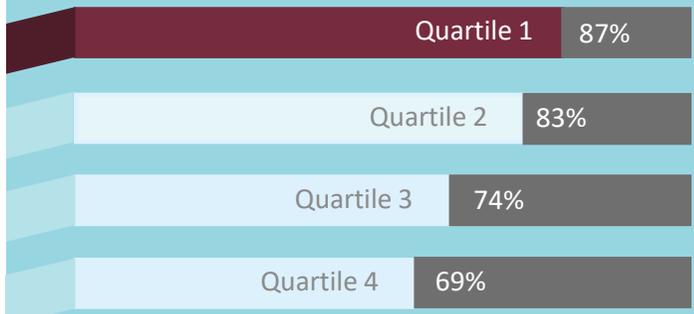


The results.



Quiz Scores by Workout Completion

Knowledge retention significantly increased the more workouts completed, resulting in far higher quiz scores.



Case Study.

Selling rebellious self-expression.

 200+

 30 stores

14%
improvement in knowledge retention!

The solution.

- ✓ Best-sellers / favourites product range
- ✓ Focus on knowledge of specific differences in high end products to increase average spend
- ✓ Focus on add-ons e.g. insoles, show protector



The challenge.

Dr. Martens' appeal to people who possess a proud sense of self-expression.

For the Highstreet sales assistants, they need to connect with the customer; on a stylistic level, understanding the wearers own individual and very distinctive style; on a practical level, matching DM's famous durability and comfort with

the wearers needs; and then finally on an emotional level - DM's are a badge of attitude and empowerment and the wearer needs to 'feel' this. But 100's of styles to choose from, the challenge for the sales assistants is to understand every one of the unique styles. Additionally with a high influx of summer temp staff the challenge was upskilling this dispersed workforce quickly.



The results.

Engagement

83%



"It's completely and utterly changed everything!"
Store Manager

"I've been here two years and there's stuff I didn't know until MemoryBox came along!"
Assistant Manager

Increased sales conversions – led to supplier stock outages!

"I have sold a lot more and have more confidence with our originals"
Sales Assistant

"It has enabled staff to talk passionately about products, gaining instant buy in from customers who recognise they know what they're talking about"
Store Manager

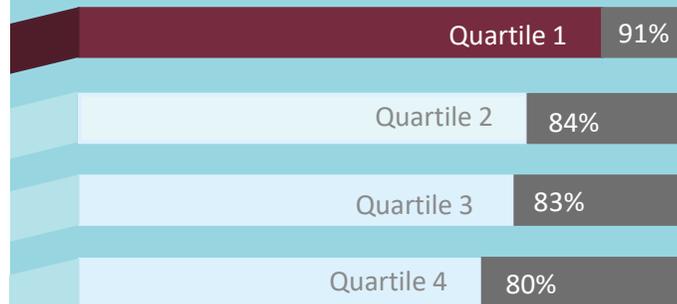
"It's the little bits of information that you can pass onto the customer"
Assistant Manager

"The staff conversations with customers, has completely changed"
Store Manager

"I've had comments from long serving members of staff about their increased knowledge."
Area Manager

Quiz Scores by Workout Completion

Knowledge retention significantly increased the more workouts completed, resulting in higher quiz scores.



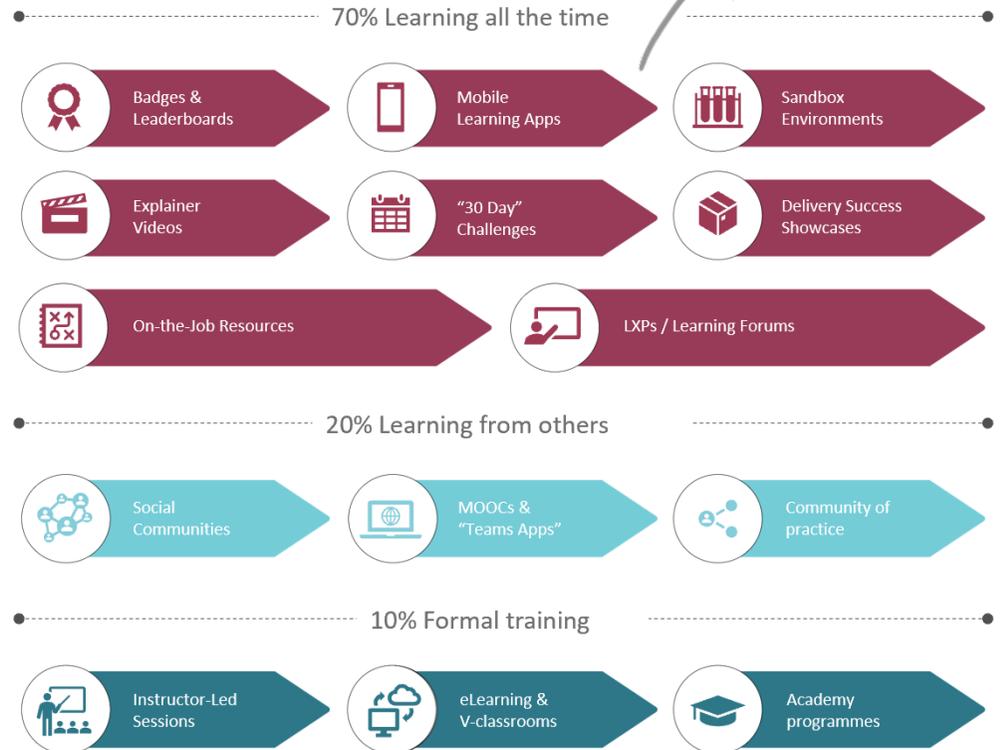
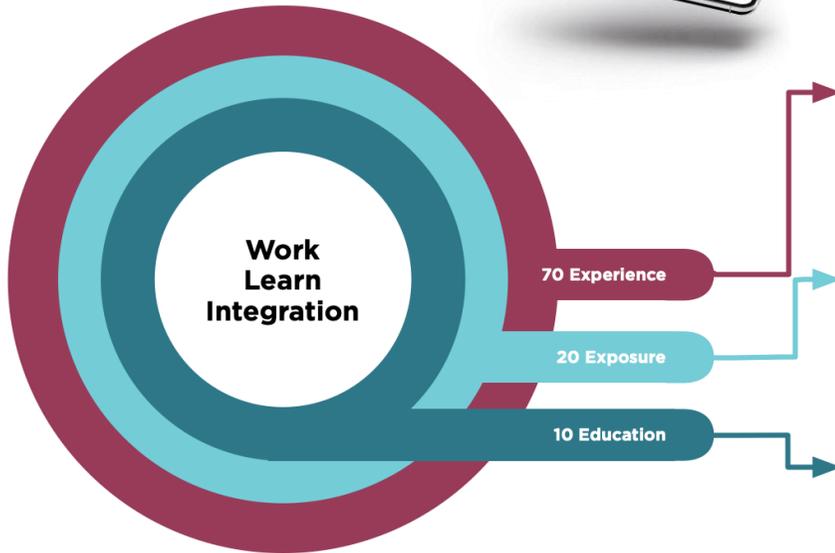
The missing piece.

Unleash the maximum potential of your learning strategy.

Learning interventions are only effective when we get the 70% right; embedding the learned knowledge. No matter what the rest of your strategy looks like, MemoryBox will take care of the embedding for you.



Your
strategy
and
MemoryBox



Bespoke elearning.

Beautifully crafted elearning.
Just for you.

With our fully bespoke elearning, you can trust us to create something that's completely unique to your brand, your culture and your content.



“ PeopleUnboxed provided us with a fresh take on what was seen as out-dated ‘click next’ elearning. With our employees fully immersed, we saw a positive impact on our customer experience. ”

**Training Manager,
FTSE 100 Company**

No ordinary elearning.

Immersive & interactive

Trust us to tell your story and take your learners on a journey that's both immersive and interactive. With a variety of media to keep them hooked and interactions throughout to get them thinking, rather than just reading, your learners will be wowed!

Knowledge checks

Your learning needs to stick. Our elearning prompts your learners to put into practice what they've learned. Combined with comprehensive, randomised end of unit checks, you can rest assured your training is getting you the ROI you deserve.

Customised

Your unique content, your products, your services, your best practices, your culture. We'll tailor your learning to the 'feel' of your organisation. Get the buy in you need by engaging your people in your brand.

Fully compatible

Fully compatible with your LMS and SCORM compliant, our elearning will integrate perfectly with your existing systems. We have used every major authoring tool, including Adapt, Articulate Storyline 360 and Articulate Rise.



Click to see our elearning Showreel!



Case Study.

Making travel money easy.

4,500

560+ stores

Bespoke elearning module

The solution.

- ✓ 30-minute bespoke elearning module
- ✓ Four product knowledge sections, one customer service section
- ✓ Scenario-based knowledge check where learners applied their learns in a variety of situations / customer profiles



The challenge.

TUI had recognised an opportunity to grow the potentially lucrative Currency Exchange part of their business. Internal research revealed that many of their sales teams, even experienced ones, were very confident selling holidays but not currency.

Further investigation indicated the root cause was a lack of knowledge and understanding of the products available, and how to structure the conversation with the customer. The solution needed to be delivered to 4,500 instore Travel Advisors.



The results.

Over 90% favourable response to the elearning experience

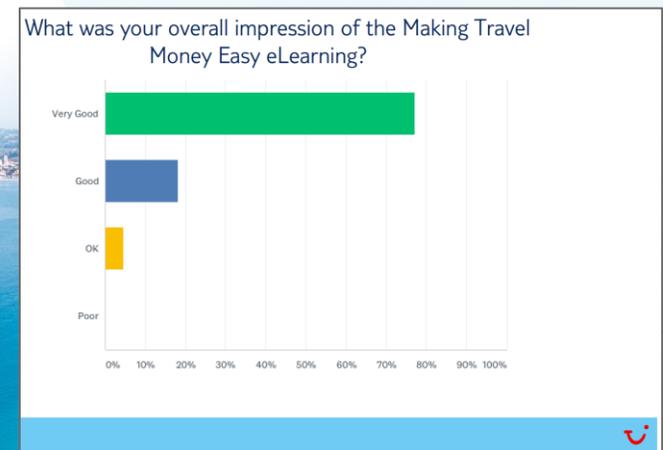
Over 80% feel more confident selling the products

“

“PeopleUnboxed have helped us introduce fresh and engaging approaches to our learning. As a large corporate business, it’s a breath of fresh air to receive personalised and caring service from Tony, Jo and the team. They really take the time to understand our learners needs and are always patient with our ever-changing requirements and focus on helping us find innovative solutions.”

Liz Albone,
Distribution Training Manager,
TUI GROUP

”



Case Study.

Making systems training 'sexy'!

 4,500

 560+ stores

Bespoke elearning module

The challenge.

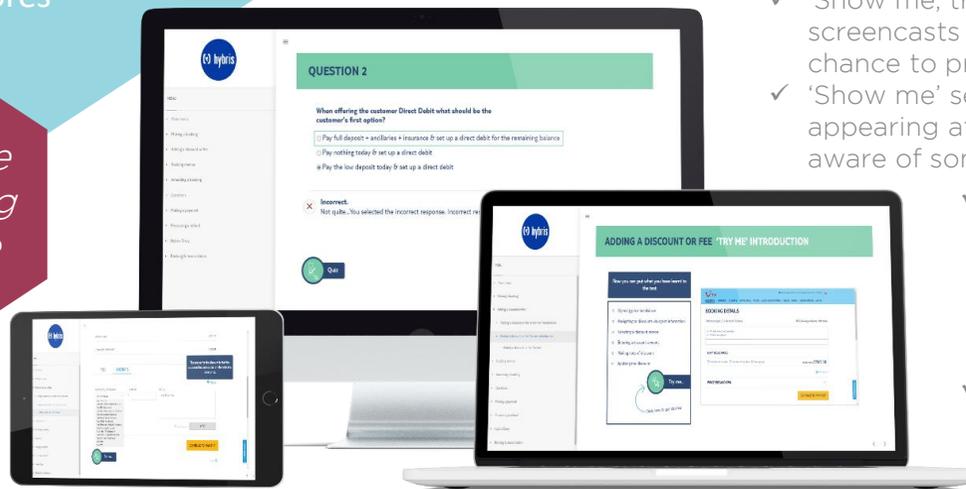
TUI were rolling out a new system to all retail employees (4,500) in all branches and had recognised that previous roll-outs of this type had not been well received, with training often being more about

watching than getting a chance to practice using the system before its launch. Training had also been delivered too far in advance and was forgotten at the point of need.



The solution.

- ✓ 'Show me, try me' elearning module, consisting of multiple short screencasts demonstrating how to use the system, followed by a chance to practice
- ✓ 'Show me' sections - clear, concise screencasts, text boxes appearing at key stages where the user would need to do or be aware of something
- ✓ 'Try me' sections - customer scenarios allowing the learner to practice just as they would have to in real life with real customers, but in a safe environment. To the learner, apart from the added supportive feedback tips along the way, it felt like they were actually in the new system itself
- ✓ All sections were accessible to learners any time, meaning they could access a relevant screencast as a refresher as required



The results.

"So impactful this is our blueprint for training going forwards!"

“

"I was appointed into a new role as Implementation Lead for new software being rolled out to our entire retail estate. As someone who was new into role, I was not very familiar with how to approach an easy-to-use learning solution on such a large scale. I worked with PeopleUnboxed who could not have been more helpful and supportive. They helped me to scope exactly what learning we needed to cascade, and to devise a plan that would most suit both my project and our learners. The project was led in an agile manner – we had a few bumps along the way but Tony and the team could not have been more flexible or supported us anymore if they tried!"

The feedback from our learners was AMAZING. Finally, we had managed to make systems training 'sexy'."

Laura Haywood, Implementation Manager, TUI GROUP

”



In-house courses.

High energy. Experiential.
Interactive.

Culture starts at the top. If you want to impact employee performance and customer experience, you need to start with your leaders.

World class leadership development to future-proof your business.

Everything you need to nurture your talent.

In today's workplace, your leaders and your future talent need to be agile, dynamic and innovative in order for your business to survive and thrive.

Our trainers have trained and coached some of the largest organisations in the world. You can trust us to inspire and stretch your people ready for the future.



Leadership Training



- ◆ Leadership courses
- ◆ Bespoke leadership programmes:
BundleBox
- ◆ Blended programmes:
BundleBoxBlend
- ◆ Team building sessions

Modern leaders need agile and inclusive leadership styles to lead organisations into the future successfully.

We deliver.

Courses tailored to you.

- ◆ Bite-sized through to 1-2 day comprehensive sessions.
- ◆ Tailored to your business and learning objectives.
- ◆ Adapted to any level – employees or junior through to senior management.

You get.

A return on your investment.

- ◆ Inspired employees with a renewed energy.
- ◆ Genuine change in behaviours.
- ◆ Employees that will be challenged to think differently.
- ◆ Impact on performance and productivity.

Our methodology is effective pedagogy.

Learning that sticks, for all different learning styles.

We don't believe in lectures. We believe in effective pedagogy and dynamic facilitation that keeps learners engaged and allows for them to reach those 'lightbulb' moments.

Our courses have a real impact, so you can rest assured your investment is a good one.



High energy

Learning is about having fun! We'll keep your learners hooked!



Experiential

We'll get your learners on their feet and engage them with learning challenges.



Interactive

We'll use a whole host of different delivery mediums and activities.



Dynamic facilitation

We'll support open discussions and adapt the learning to the audience.

“ PeopleUnboxed have been fantastic in supporting us to upskill our employees. They have written and redesigned their courses to give us a bespoke training package, that fits the needs for our business. They are extremely friendly and professional and nothing is too much trouble for them. I totally recommend their company. ”

Talent & Development Specialist, XMA

“ This was one of the most effective training sessions I have ever attended! I learnt several techniques which will turn the way I used to work on its head. I will be using these techniques to totally change my approach to certain tasks. ”

Course Delegate

Case Study.

Protecting mental health in the workplace.

 360 in 2020

 7 global markets
+ UK operations

*Bespoke
virtual
classroom*

The challenge.

Covid-19 has impacted workforces everywhere and will continue to do so. The ongoing uncertainty has had a profound impact on people's mental health and wellbeing. For Rentokil, they saw this as an opportunity to provide support,

deploy training and start a journey of culture change around mental health. A two-fold approach was required to cater for head office staff globally, as well as UK frontline managers, and time was of the essence.

**Rentokil
Initial**

The solution.

- ✓ Two virtual classroom sessions designed; 2 hour session for global office staff and a more in-depth 8 hour session, split across 2 days for UK frontline managers
- ✓ Designed to maximise participation and discussion in small groups
- ✓ Provided learners with tools and techniques to recognise mental health conditions, as well as challenging stigma and supporting with tools to create a psychologically safe culture back in role
- ✓ Blended with post course activity books, and online assessments to maximise reflection and learning transfer

The results.

Quality of training

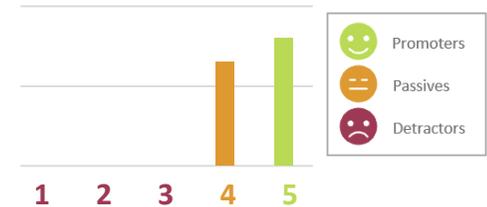


Impact / transferability



NPS

55% 'Very Good'



Rollout continues for 2021 for an estimated 500+ more managers. We anticipate a positive impact on MH absence figures over the coming year.

“I found the 5 Levels of Listening a real insight. I did not realise but I use 4 of these listening methods frequently but never touch on one of the most important ones, Empathic listening, so I am off to practice some of that!”

“This session really helped me to recognise the signs for someone who might be struggling, and also it made me realise that everyone has mental health and we need to proactively look after that.”

“The role play was really good, it made me realise that I need to listen rather than jump to fix and solve straight away, and it gave me the confidence to talk to my people about mental health.”

“Thank you again to Jo for giving me the opportunity to learn more about mental health and the tools to help colleagues in my branch and also family and friends.”



Case Study.

Transitioning to a new normal.

 60

 Home workers

*Bespoke
virtual
classroom*

The challenge.

Lacoste chose to transition their people back to their head office when restrictions allowed them to do so. They recognised this as a once in a generation opportunity to define a new normal, that focussed on work life integration and put employee wellbeing at it's heart. The new

normal would be a blend of the best of 'both worlds', working at home and working in the office. And they were empowering every staff member to define their own individual new normal. They were looking for supportive, facilitated and fun sessions to achieve this.



The solution.



- ✓ Bespoke 90 minute highly interactive virtual workshops, with Z-card of useful information as a desk drop on return to the office
- ✓ The sessions explored everyone's different experiences of lockdown, the impact on mental health, some of emotional challenges of returning to the office, establishing the best of both home and office worlds and action planning to foster an ongoing culture of wellbeing and psychological safety
- ✓ Open discussion, breakouts, chat function and empathic facilitation allowed for participants to talk freely, reconnect with each other and explore their emotions

The results.

Was it beneficial?

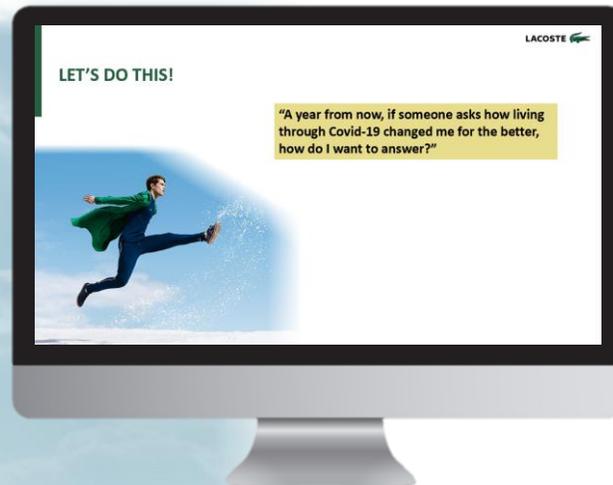


"It really made you think differently about your approach to our new working environment. Jo made it a really safe environment to talk about things."

"I really liked the topics covered and the flow; it presented a good framework which prompted so many constructive conversations."

"It was fun using the "rooms" on zoom so you were put with different people each time we discussed different ideas. Jo was easy to talk to and she made things clear."

"Great interaction, The trainer was nice and really engaging for everyone in the call."



Case Study.

Dignity at work.



80



Field based operations management

Bespoke virtual classroom



The challenge.

As part of their UK D&I plans, Uniper wanted to deliver some bespoke training around Dignity at Work, to bring people together to focus on diversity, unconscious bias, cultural intelligence and inclusion. They were

looking for engaging, supportive and interactive sessions with strong facilitation in order to create a safe space to open up discussions around a sensitive topic, with a view to impacting a wider cultural change.



The solution.

- ✓ Bespoke 3 hour interactive virtual workshops, including pre and post course materials
- ✓ The sessions explored the benefit of dignity at work, the change in social attitudes and leadership styles over recent years, recognising and challenging our own bias', and proactively seeking to improve cultural intelligence and create working environments that fostered psychological safety
- ✓ Open discussion, breakouts, chat function and empathic facilitation allowed for participants to talk freely, and explore their thoughts and feelings

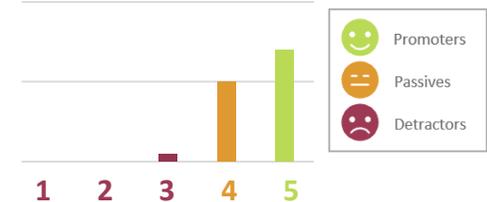
The results.

Overall impression of the trainer



■ Outstanding ■ Good

NPS **52% 'Very Good'**



“Really made me think and it was good to have an opportunity to discuss the points covered with the other attendees in the breakout sessions.”

“Excellent session and the trainer was really engaging. Great discussion and examples, that brought everyone into the conversations.”



Leadership programmes.

Perfectly packaged.
Perfectly blended.

For your organisation to meet its strategic and operational goals, your leaders need to be able to innovate and adapt. They need to be better equipped, better trained and better skilled than ever before.



We deliver.

Programmes tailored to you.

- Blended for maximum impact.
- Tailored to your business and learning objectives.
- Typically run over the course of a year.
- Choose a pre-packaged bundle, or create your own from our leadership course library.

Bespoke or boxed up ready to go.

Perfectly blended.

Designed for maximum impact.

Engage

High energy, experiential & engaging face-to-face training.



Embed

Work-based activities to apply learning in role.



Support

Individual coaching calls after each classroom session.

BundleBox.

Complete programmes boxed up.

We've bundled together some of our most popular courses so you can implement comprehensive development programmes with ease and develop your future talent with confidence.

Single programmes, through to full curriculums, we've done it all. Choose a

bundle, create your own or let's discuss your individual needs. Whatever it is, we can design and deliver it for you.

And just because BundleBox appears 'off-the-shelf', doesn't mean that our expert instructional designers and facilitators won't tailor the sessions to your business, just as you'd expect.

First Time Manager

Everything your new managers need to set them up for success.



Engage & Impact

Enhancing personal brand to maximise influence and impact.

Empower & Develop

Helping to get more out of the team through deeper understanding.

Lead & Inspire

Advanced leadership skills for the experienced leader.

The Modern Agile Leader

Setting your leaders up for success in the ever changing 21st century workplace.

Or create your own

Mix and match 5-6 units. Or tell us your unique learning requirements and we'll advise you.



Team building.

It's better together.
Five times better.

When brilliant minds with big ambitions, work towards a common goal, amazing things happen. Employees are able to complement each other's strengths and weaknesses and become unstoppable!

“ PeopleUnboxed took the time to understand what we were trying to achieve. They put together a fun team building session, which created a great buzz and strengthened relationships. The feedback was very positive, and the team have been working closer together. They followed up with an excellent summary and next steps plan. I would whole-heartedly recommend using PeopleUnboxed. ”

Regional President, BNI

Over 20 activities to choose from!

BundleBoxBlend.



A truly blended, multi-modal solution.

This is something really special. A unique learning solution, offered by no other provider. Create a fully blended, holistic, multi-modal, development programme that truly changes behaviour. We know that to properly

embed learning takes time. Effective pre and post interventions are the key to getting the impact you want from your learning investment.

Take your learning journey to a completely new level.

We deliver.

Your perfect session.

- Team events and away days.
- Strategy planning days.
- Sessions for new and forming teams.
- Sessions to enhance existing teams.
- Any sized team.
- Sessions from a few hours to a few days.
- Target areas of your choice.

Real value. Real fun.

Sessions that challenge and excite.

Experiential 
We'll get your learners on their feet with unique challenges to change the way they work together.

High Energy 
Learning is about having fun! We'll get your team having fun together and learning about each other.

Dynamic facilitation 
We'll pull everything together to highlight the key learns and relate it back to business.



All**BoxedUp**

Pre-course learning



Bundle**Box**

Leadership programmes



Memory**Box**

Embed knowledge

Case Study.

The future of Five Guys; full curriculum.

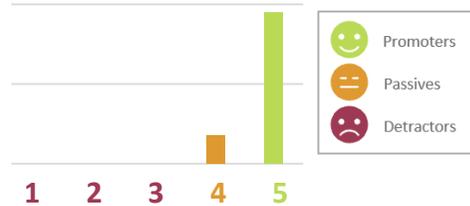
 c1000

 113 stores
+ H/O

*Full
curriculum
design &
delivery*

The results.

NPS so far... **84% 'Excellent'**



The challenge.

Five Guys have grown very quickly in the UK and their strong ethos around shoulder-to-shoulder training needed to scale with the business. They wanted a full curriculum design and delivery, from Crew through to Area Managers. This included, QCs, Shift Managers, Assistant Managers, General Managers,

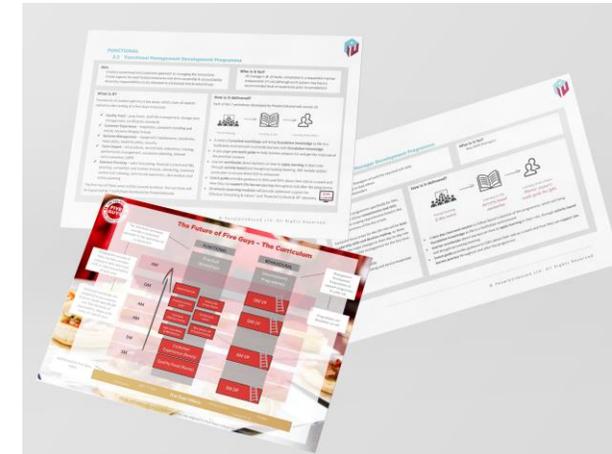
District Managers, & Area Managers. The solution needed to address a mix of functional and behavioural training needs, and form bespoke blended programmes at each level. Delivery mechanisms needed to fit the audience from shop floor to senior leaders.

**FIVE
GUYS**

The solution.

- ✓ QC Development Programme; blend of elearning, learner workbook and coach guide
- ✓ Shift Management Programme; workbook and 2 day course
- ✓ 'All The Way' AM & GM Programme; mixture of 2 or 3 day soft skill classroom sessions and 8 workshops that included practical hands on scenarios or on the shop floor training, as well as elearning where required. Designed to address functional needs including Driving Success, Effective Scheduling, Financial Controls, Recruitment, People Practices, Maximising Sales, Training & Effective Comms, H&S and FS
- ✓ 'High Five' DM & Area Manager Programme; a year long programme with a blend of highly experiential classroom sessions, with workbooks and coaching calls to embed the learning. Topped with a Graduation Dinner to celebrate success of these senior leaders

*Over 35 pieces
of training have been
designed in the last 2
years, from
experiential classroom
to elearning to
workbooks and hands
on workshops!*



“PeopleUnboxed were the perfect solution for our learning needs. They took the time to truly get to know us, provided invaluable advice and delivered a competitive product that's proving to be truly impactful for us as a business. It's rare to be able to find a company who can truly understand us as their client the way that PeopleUnboxed do, and we value a working relationship like that above all others.”

“

Jo Jones,
Head of Learning & Development,
FIVE GUYS

”

Case Study.

The future of Five Guys; High Five Programme.

20

H/O & regional

Full curriculum design & delivery



The challenge.

This programme was part of the overall curriculum design, aimed at the 'DM's' or District Managers. These are senior managers who run a group of stores and report into Area Managers. This programme needed to be tailored

towards developing the leadership skills of the future as these managers progress through their careers. It needed to be highly interactive and effectively embed the learning over time.

FIVE GUYS

The solution.

- ✓ A year long blended programme with a cohort of 20, designed to transition them as talent for the future
- ✓ 4 classroom sessions as the pillars of the programme; highly experiential and interactive, bringing ideas and theory to life as well as focussing on learning about themselves and learning from each other. Each session started with them presenting their own challenges and successes since the last session
- ✓ Interspersed with post course workbooks to challenge embedding the learning in their roles, and coaching calls in between each session to connect with our facilitator and guide their learning
- ✓ Finished with a Graduation Dinner



“

“Really interactive and I loved the enthusiasm of the trainer!”

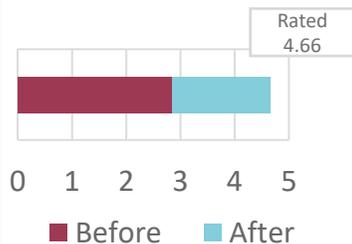
”

“The breakout sessions were amazing, they kept it fresh and engaging. Really enjoyed it.”

”

The results.

Knowledge level rated 1-5



Impact of experiential learning



Transferability



5 4 3 2 1



Case Study.

The future of Five Guys; QC Programme.

 500

 100 stores

Full curriculum design & delivery

The solution.

- ✓ 20-minute bespoke elearning module and a learner workbook to be used side-by-side to help them understand their new role, learn new skills and practice applying them over a period of several weeks
- ✓ Coach guide for the restaurant management team, to enable them to effectively provide ongoing support for their learners



The challenge.

This programme was part of the overall curriculum design, aimed at the 'QC' or Quality Checker role. Prior to this programme being developed, Crew Members were moved into a new position without any relevant training and expected to be able to manage

people and crew stations. It was identified that a formal learning intervention was required to build competence and confidence during this transition, and also to redefine this role as the 'backbone' of instore training.

FIVE GUYS

The results.

Quality of training



Impact / transferability



Recommended



5 4 3 2 1

Currently being translated for roll out to France & Germany!



The people, behind PeopleUnboxed.

Passionate. Inspirational.
Creative. Disruptive. Fun.



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It's our people that make the difference for our customers. You can count on us for some of the best expertise in the industry. With a breadth of experience on client side and agency side, we understand the challenges faced by senior HR and L&D professionals, as well as how to solve them. We've worked with large corporates, SME's and everything in between, across a range of industry sectors.

*Give us a shout
and let's grab a
coffee to chat
things through!*



Our friends,
our partners.

**A creative powerhouse
of possibilities.**

No (wo)man is an island, as the saying goes. We partner with other businesses, large and small, as well as freelancers to bring you the best the industry has to offer. Our partners have been handpicked for their shared values and approach. This means you can partner with us as your 'all-round' trusted advisers, and you know you're in safe hands.



Say hello!

Ready to unbox your potential?

Get in touch and
together, let's
make some
magic happen.

020 3929 3558

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www.peopleunboxed.co.uk

