

A photograph of the Carnival UK building at night, featuring large illuminated letters spelling 'CARNIVAL UK' and a red flag with a blue circle. The image is overlaid with a dark blue network graphic consisting of white dots connected by thin white lines, creating a digital or technological aesthetic.

CARNIVAL UK

2025
Shore Learning Offering


CARNIVAL UK
LEARNING

Supporting your own development



- **Good Practice** to be rebranded as '**Mindtools**' in Q1 2025 (to include content playlists for topics e.g. LME)
- External library of resources
- Regularly updated with new content
- Email newsletter provides recommendations for relevant and new content



NEW for 2025

- Changes to The Cove including regular email reminders and learning paths for LME and Hearing Manager (via My Things to Do).
- Self-access recourses to work through at your own pace
- Content areas including My Best Me and Effective Ways of Working
- **Access to Development Planning Guide (IDP)**

Supporting your own development



NEW for 2025

- Introduction of quarterly Learning Podcasts (platform for hosting and name tbc)
- Podcasts will delve into popular and relevant learning topics – linking to business priorities
- Hollie from Learning Team to host, with involvement from guest speakers such as Senior Leaders or topic SMEs



NEW for 2025

- Introduction of quarterly TikTok style learning tips videos
- Bitesize content elaborating on Power Hour sessions – key tips and hacks that people can apply to their day-to-day roles
- Exploring topics to challenge people's thinking

Power Hours

- Power Hours attended by more than 500 colleagues in 2024 (an increase of 200 compared with 2023)
- Continuing the same approach - mixing up the topics each month to give attendees more opportunity to attend variety of sessions
- One Power hour session each month will be 'in person' with remaining sessions delivered virtually
- Repeating popular topics and introducing brand new topics aligned to business and cultural goals and incorporating delegate feedback
- Review of schedule in May to respond to demand, feedback and business needs

January – April

Available to book via [The Cove calendar](#)

Topic	Frequency
Working smarter not bigger	Every other month
What drives your decision making?	Every other month
Critical thinking for better success and outcomes	Every other month
Building trusting relationships	Every other month
Overcoming Imposter syndrome	Quarterly
Personal development planning	Twice in the year
The golden rules of giving feedback	Twice in the year
Useful prioritisation tools	Twice in the year
Getting the most out of LinkedIn	Twice in the year
How to improve memory	Twice in the year
Stakeholder mapping	Once in the year
Having courageous conversations	Once in the year
Making your meetings matter	Once in the year
Assertiveness for everyone	Once in the year
Neuroscience for novices	Once in the year
A guide to self-confidence	Once in the year
The secret of sleep	Once in the year
Improving resilience	Once in the year

Power Hours 2025

New/repositioned sessions

Q1	January	Working smarter not bigger	Critical thinking	Development planning	Effective meetings
	February	Decision making	Building trust	Imposter syndrome	Assertiveness
Q2	March	Working smarter not bigger	Critical thinking	Feedback	Prioritisation tools
	April	Decision making	Building trust	Courageous conversations	How to improve memory
	May	Working smarter not bigger	Critical thinking	Imposter syndrome	Getting the most from LinkedIn
Q3	June	Decision making	Building trust	Stakeholder mapping	Self-confidence
	July	Working smarter not bigger	Critical thinking	Imposter syndrome	Feedback
	August	Decision making	Building trust	Neuroscience	Getting the most from LinkedIn
	September	Working smarter not bigger	Critical thinking	Prioritisation tools	How to improve memory
Q4	October	Decision making	Building trust	Imposter syndrome	Sleep masterclass
	November	Working smarter not bigger	Critical thinking	Development planning	Building resilience

Leaders Exchange 2025

Q1	January	Radical candour
	February	Diverse thinking
Q2	March	Empowering your team to take accountability
	April	Psychological Safety
	May	Neuroplasticity and growth mindset
Q3	June	Trust & transparency in your team
	July	Strategic thinking principles
	August	Becoming an adaptable leader
Q4	September	Radical candour
	October	Neuroplasticity and growth mindset
	November	Psychological Safety

New sessions

- Leaders Exchange sessions have also **doubled** in attendance – (116 attendees, compared with 57 in 2023)
- One session per month to be delivered virtually
- Repeating popular topics and introducing brand new topics based on gaps and feedback
- Review of schedule in May to respond to demand, feedback and business needs

January – April
Available to book via [The Cove calendar](#)

Appendix

Topic descriptions

Power Hours 2025

Title	Description
Working smarter not bigger	It can feel like there just aren't enough hours in the day, so how can we ensure we are working on the right things for ourselves, and for the benefit of the business? This Power Hour will provide you with time management hacks designed to enhance your efficiency, as well as explore how small changes can have a big impact. Be sure to book your space and put the date in your calendar, so you remember.
What drives your decision making?	A lot of the decisions we make are subconscious, made without deep analysis and often on 'auto-pilot' - but always affected by a wide range of factors depending on the situation. Join this Power Hour to take control of your decision making including exploring the context, the options and evaluating the consequences.
Critical thinking skills	In today's digital world, we find often find that we are bombarded with large volumes of information everyday, so our ability to weigh up evidence and evaluate information is more important than ever. But how can we lean into critical thinking when required? In just 60 mins, we'll share tips and tools for you to take away to ensure that we can make the right decisions based on facts and evidence.
Building trusting relationships	Being trustworthy is fundamental to establishing your credibility. However, as people are unlikely to tell you that they don't trust you, it can be difficult to measure or know what to do to improve relationships. In this Power Hour, we'll look at the importance of others having confidence in you, and how you can develop relationships built on trust.
Overcome imposter syndrome	Don't be a victim of your own thoughts! This session explores the different forms of self-sabotage and how to manage them. Overcome your own worst critic take a step to fulfilling your potential.
Personal development planning	Taking the time to focus on our development means that we are more likely to achieve our goals, and can get to where we aspire to be... so why do so few of us actually plan for our own development? This session takes a practical look at development planning and introduces a few tools for you to take away and create a plan that will start turning your goals into reality.

Power Hours 2025

Title	Description
The golden rules of giving feedback	Constructive feedback encourages progress and development - but we can sometimes shy away from it, particularly when we have to deliver this feedback to those more senior. In this session, we'll explore ways to structure feedback and deliver this effectively, including upwards so you can go into these conversations feeling confident and prepared.
Useful prioritisation tools	Prioritisation is the key to getting the most from your day, simply because you can't do everything. You probably want to create a sense of calm and space in your life, so that you can focus your energy and attention on the things that really matter. Get on track with this Power Hour, which includes practical hacks and tools to help you prioritise your time and focus on tasks, including how apps and technology can support you.
Getting the most out of LinkedIn	As a business, we thrive off collaboration and connection, but how can you start to build a strong network? Join this Power Hour session where we'll explore how you can get the most from LinkedIn, including how building connections with those within the business and in other industries, as well as how to post engaging content.
How to improve memory	This Power Hour will introduce you to how memory operates (which will help you understand how and why it fails and what you can do about this), dispel some myths about memory and provide you some strategies to help you improve your memory. Just so you know, there is very little relationship between perceived memory ability and actual memory ability, so even if you think you have a poor memory there is hope (as long as you remember to turn up to this Power Hour!)
Stakeholder mapping	Stakeholders have great importance in terms of the power they have to influence decisions. So it's important to understand who your stakeholders are, and what their expectations are likely to be. The influence of each stakeholder (or groups of them) will vary, depending on circumstances. Wouldn't it handy to have a way to evaluate and understand your stakeholders? Get on the right track with this Power Hour, packed with tools you can start to use immediately.

Power Hours 2025

Title	Description
Having courageous conversations	Often, the most challenging conversations are the one's that are most important for us to have. By broaching complex and sensitive topics with those around us, we can become more open to see the world through the eyes of other, and build better relationships. Join us in this session where we will explore ways for you to lean-in to the discomfort and find the opportunity to grow.
Making your meeting matter	Meetings are a big part of our working week, but are you getting what you need from them? Find out what it takes to have successful meetings and how to map out the key principles in meeting etiquette.
Find your power – assertiveness for everyone	Once you have a success with assertiveness, you learn that it's a much healthier path. You gain respect for yourself, have more time for your priorities, and develop authentic and healthier relationships. Find out where to start, and how to build momentum, in this power hour.
Neuroscience for novices	Our brains are a hub of activity, and many of us are intrigued to understand more about how it works. Think you need a neuroscience degree to learn more? Wrong! This bitesize session dives into the science behind what makes us tick and shares some useful insights.
A guide to self-confidence	Confidence is a trait that can help us to face experiences head on, but most of us wish we were more confident in some areas of our life. This webinar focuses on the practical steps you can take to conquer some of your self-doubt, build your confidence and start moving towards a happier, fuller life.
The secret of sleep	Do you spend your nights tossing and turning in bed only to wake up feeling just as tired? Well your dream of a restful nights sleep can become a reality? Find out more about the positive effects that a good night sleep can have, and come away with tips to start creating a better night-time routine for yourself in this Power Hour.
Improving resilience	In our ever-changing world, we come across challenging and stressful situations that can test us. But how can we learn to make the best of it? In this Power Hour you'll take away tools that will help you bounce back and carry on in the face of adversity.

Leaders Exchange 2025

Title	Description
What is Radical candour and how to apply it	The saying goes 'if you can't say anything nice, then don't say anything at all' however, as a manager or leader we often find ourselves in situations where this advice isn't applicable. Find out how you can strike the right balance between being both clear yet kind when providing feedback in order to get the best out of your team.
How to embrace diverse thinking	When you look around our organisation and in our everyday lives, we have access to so many views and ideas that we can utilise. As a leader, you have a great opportunity to create a culture with an emphasis on diversity of thought, but how can you get there? In just 60 minutes, you'll learn more about the benefits of gaining alternative views and gain tips on how you can achieve new ways of thinking.
Empowering your team to take accountability	'Empowerment', 'Synergy', 'Accountability'- impressive words, particularly in Scrabble. Yet without a clue how to see them through, they're merely psychobabble. With empowerment, the accountability and responsibility rest with the person empowered. That's a good thing for individuals, teams and the business. Join this Leader's Exchange find out how to unlock delivery and achievement in your team.
Creating an environment of Psychological Safety	Creating psychological safety within teams is your responsibility as a manager, and can aid in fostering a supportive and inclusive workplace. When our people feel this, they are able to bring their full and authentic selves to work. Find out why it's important to lead with vulnerability and how you can start to create this environment for your own team in this actionable session.

Leaders Exchange 2025

Title	Description
Neuroplasticity and great leadership	Your brain is constantly changing (concentrate and you might be able to hear it). This means that things are not permanent; circumstances can change and so can you, and your brain. And you can influence the brain-change process. Although there's no consensus on the definition of neuroplasticity, some experts use the term to refer to the brain's ability to adapt to change and learn. Other professionals use it to describe the brain's ability to grow, change, and heal. Join this Leader's Exchange to learn how you can rewire your grey matter.
Building trust & transparency in your team	Without trust people don't collaborate, if you're lucky they at best co-operate. Building trust is a key part of an effective leader's toolkit. However, as people are unlikely to tell you that they don't trust you (or other members of the team), it can be difficult to measure or know what to do to improve relationships. If you want to take some steps forward then his Leader's Exchange is for you.
Strategic thinking principles	Think of strategic thinking like playing chess: before you make your move, you're considering the moves your opponent may make, how you'll respond and then you choose your action based on what will set you up for your future moves. During this session, we'll explore why this is a key skill for leaders, and how we can dial this up to ensure both personal and business success.
Becoming an adaptable leader	Albert Einstein wrote that 'the measure of intelligence is the ability to change.' Charles Darwin also thought that the species most adaptable to change are the ones that survive and evolve. Apparently, we are now living in a VUCA world (it's volatile, uncertain, complex, and ambiguous). VUCA situations can disrupt teams and overwhelm organisations, but there must be ways you can mitigate the impact, right? Sign up for this Leader's Exchange to bazooka that VUCA.