

Leadership & Management Training Inspired by Real-World Expertise

Kendall Training's leadership programmes integrate evidence-based wellbeing practice with the real-world, pressure-tested leadership principles developed by Garth Stinson. His work focuses on situational awareness, conflict competence, behavioural influence, structured decision-making, and high-performance team dynamics, all grounded in decades of military, police, and National Security experience.

Our courses translate these principles into **accessible, ethical, trauma-informed** training for schools, early years settings, workplaces and leadership teams.

Coaching & Integrated Wellbeing Sessions

Our coaching blends leadership development with wellbeing strategies, helping individuals think clearly under pressure and respond with confidence.

Informed by Training for Reality's approach to human behaviour under stress, sessions include:

- Understanding personal stress responses and how they affect communication and decision-making
- Emotional intelligence and behavioural awareness
- Confidence-building through reflective practice
- Tools for maintaining clarity and professionalism in high-pressure environments.

Mental Health Training for Leaders

We integrate mental health literacy with behavioural influence and communication skills used in conflict de-escalation training.

Leaders learn:

- Early signs of distress and risk factors
- Supportive, ethical communication
- How behaviour, attitude and emotional regulation influence outcomes (KUSAB model)
- Creating psychologically safe environments
- How to support peers and staffs mental health and wellbeing

Dealing with Difficult Conversations & Situations

Based on Garth Stinson's conflict-management and behavioural influence training, this course teaches leaders to handle challenging interactions with clarity and integrity.

Delegates develop:

- Tactical communication skills for de-escalation
- Behavioural influence and persuasion techniques

- Emotional intelligence and active listening
- Confidence to address performance, behaviour and sensitive issues
- Ethical, structured approaches to decision-making under pressure

Effective Teamwork & Team Leadership

This programme is directly aligned with Training for Reality's team dynamics, leadership agility, and high-performance team development frameworks.

Topics include:

- Understanding team types and roles
- Leadership agility through Tuckman's stages
- Trust-building and psychological safety
- Communication, collaboration and conflict resolution
- Team autonomy, morale and shared purpose

Enhanced Management Development

Drawing on Garth Stinson's extensive leadership background, this programme strengthens management confidence and ethical decision-making.

Delegates gain:

- Skills for leading authentically and ethically under pressure
- Practical tools for influence, persuasion and relationship-building
- Structured, consistent and fair decision-making models
- Emotional intelligence and behavioural awareness
- Confidence to lead teams through uncertainty

Structured Decision-Making

This course has a decision-making approach used in high-stakes environments.

Delegates learn:

- Clear decision-making models
- Risk and protective factor analysis
- How stress responses affect judgement
- Ethical, legally sound decision-making
- Recording and communicating decisions effectively

Team Building & Staff Profiling

Scenario-based team development and personality assessment work.

Includes:

- Personality and behavioural profiling
- Strengths-based team development
- Collaborative problem-solving
- Relationship intelligence and communication styles
- Building trust, cohesion and morale

Consultancy Services

We offer consultancy across all areas of leadership, wellbeing, mental health and organisational development. We call upon all of our experts in H&S, HR, Mental Health, Therapy and Conflict resolution to offer our customers the best consultancy available.