

# Relationships at work

Experiential learning for  
leadership, communication,  
creativity and teamwork.



# Building stronger relationships

**Every day we deal with the unexpected and uncertain and it helps to listen, stay grounded and adapt.**

These skills sit at the heart of leadership, communication and teamwork – yet we rarely take the time to develop them.

Experiential learning brings these skills to life in a way nothing else does because it helps people *feel* what we're talking about.

That's how I work – to help people move beyond the theory and build stronger relationships.

With a background in consulting, facilitation and stage improvisation, I've worked with clients like AstraZeneca, Shell, Norwich Theatre, and the NHS.

If you'd like to know more about any of the learning experiences in this guide, just drop me a line.



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# Workshops & programmes

In this brochure you'll find details of experiential learning for:

## Leadership & Communication

- Personal Impact
- Story for Leaders
- Creativity & Innovation
- Performing with Presence

## Teams & Culture

- Teamwork & Collaboration
- Team Building Fun
- Leading with Facilitation

Every group is different so I adapt the learning in conversation with internal sponsors to ensure relevance and impact.

I also develop bespoke learning content for wider programmes, and interactive talks and team building events.

As you'd expect from an improviser - I'm pretty flexible. If you'd like to talk about a project, just get in touch.



# Why choose this work

Leaders across healthcare, education and mission-led companies use this approach to help people strengthen skills such as:

- Active listening
- Collaborating under pressure
- Communicating with clarity and presence
- Navigating the unexpected and uncertain
- Building trust and safety



My approach combines:

## **Experiential practices**

Through playful participation, I give people an experience of skills, and behaviours that they can connect to the realities of work and life.

## **Learning with improv**

The ideas, tools and language of stage improvisation offer simple way for people to explore skills that we rarely take the time to work on. It's not about theatre - it's about everyday performance.

## **Systems coaching**

Using organisational and relational systems coaching, I help leaders and teams address their workplace challenges in an effective way.



# Leadership & Communication

# Personal Impact

Stay connected in the moment for greater influence.

**Leadership often requires grounded presence – and the ability to respond flexibly in moments of uncertainty.**

This workshop helps people maintain presence, flexibility, and focus under pressure so their influence feels natural and intentional, rather than forced.

## Who it's for

Anyone who wants to build situational leadership skills in a way that feels authentic.

## Format

In-person workshop

- Half day / full day

Online

- From 90 minutes to full day

Interactive talks from 20+ minutes

## Content

- **Recognise behaviours** that strengthen connection and trust
- **Embodied practices** to stay connected under pressure
- **Develop personal flexibility** for greater influence and impact
- **Make intentional choices** aligned with relationship goals



# Story for Leaders

Communicate meaning with connection and clarity.

**Sometimes a good idea fails to land because it's presented as data – rather than a story.**

Stories are the conduit of human connection, and this workshop shares simple storytelling tools that turn ideas and facts into stories people care about

Participants will craft and share a range of stories that bring clarity to pitches, presentations and conversations

## Who it's for

Anyone who needs to communicate clearly and convincingly.

## Format

In-person workshop

- Half day / full day

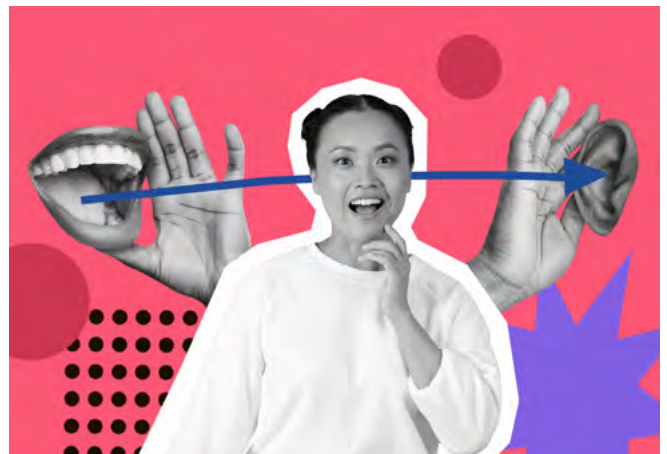
Online

- 90 minutes to half day

Group size: 6 to 12

## Content

- Turn **personal experiences** into empowering stories
- **Craft stories** that are memorable and relatable
- **Practice delivering stories** in a natural, authentic way
- **Adapt stories in the moment** based on audience reactions



# Creativity & Innovation

Use breakthrough thinking for insight, ideas and solutions.

You can't look backwards to solve a challenge you've never faced before – you need fresh thinking.

Using workplace situations, participants learn the common blocks to creativity, and apply breakthrough thinking to unpack challenges, spark insights and generate new solutions.

## Who it's for

Leaders, managers and teams seeking practical methods to unlock innovation.

## Format

In-person workshop

- Half day / full day

Online

- 90 minutes to full day

Interactive talks from 20 minutes

## Content

- **Build motivating environments** that support experimentation
- **Identify mental blocks** and learn tools for fresh thinking
- **Generate new solutions** using problem-solving techniques
- **Counter inertia** by taking risks that drive learning & progress



# Performing with Presence

Presentation skills from the ground up.

**When you're presenting it's easy to over-perform or retreat into slides – and find that your message isn't landing.**

Working with body, breath, voice and simple story structures, you'll learn to stay connected with yourself, and speak with audiences in a way that feels natural and engaging.

## **Who it's for**

Anyone pitching or presenting in meetings who wants more confidence and a clearer message.

## **Format**

In-person workshop

- Half day / full day

Online

- 2 hours / half day

Group size: 6 to 12

## **Content**

- **Grounded energy** for success in real speaking situations
- **Speak with clarity** without over or under-performing
- **Adapt under pressure** by reconnecting with the audience
- **Story structures** to craft clear, compelling messages





*“Alex is a true partner who is worth every penny!”*

Jim Massey, VP Sustainability - AstraZeneca

*“Feedback from staff is always amazing.”*

Emma Ratzer MBE - ACT

*“A unique way of getting the best out of people.”*

Andrew Kelso, Medical Director - NHS

*“The team couldn’t speak highly enough of their time with you.”*

Tom Berresford, CEO - Bermar

*“Alex ran a brilliant session at our recent conference.”*

Will Thomas, Asc. Dean - University of Suffolk

*“Always impressed - Alex has a great sense of humour.”*

James Cretney, CEO, Marwell Zoo

# Teams & Culture



# Teamwork & Collaboration

Building healthy teams and culture for lasting results.

**Collaboration breaks down in small moments – listening drops, ideas get blocked and people don't feel seen.**

This programme gives your team an experience of collaboration at its best – building on your strengths to develop a culture of trust, accountability, and sustained performance.

## Who it's for

High-performing teams and teams not working well together. Leadership teams intentionally shaping culture.

## Format

- In-person workshops: half day / full day
- Online workshops: 60 mins to full day
- Interactive talks: from 20 minutes
- Learning journey: 3 to 6 months
  - experiential workshops
  - peer learning
  - reflective assignments
  - Systemic team coaching

## Content

- **Build trust and safety** for culture built on co-operation
- **Develop a shared language** for teamwork and collaboration
- **Improve adaptability** for problem solving and decision-making
- **Enhance self-leadership** for effective contributions



# Team Building Fun

Because teams work best when they have fun together...

Explore what makes your team click – with plenty of laughter, play, and discovery along the way.

Drawing on simple ideas from improv theatre, this playful workshop gives people an experience of what great teamwork looks like in practice.

It's an astonishing amount of fun, and the ripples last a long time.

## Who it's for

Any team that wants to spend more time connecting, creating and laughing.

## Format

In-person sessions

- 60 minutes / half day / full day

Online

- 30 minutes to half day

## Content

- **Light-hearted games** that build communication and teamwork
- **Applied improv techniques** for flexible collaboration
- **Deeper dives** into topics directly relevant to the team
- **Building a healthy culture** rooted in best-in-class teamwork



# Leading with facilitation

Turn your gatherings into creative, intelligent networks.

Many leaders can facilitate a process, but few know how to harness collective intelligence.

This two-day programme supports leaders who want to facilitate meetings as intelligent networks to unlock greater agency, adaptability, accountability and alignment.

As well as learning group processes, participants will explore facilitation as a practice, and a performance.

## Who it's for

Leaders working with groups across relationships, networks, change and complexity.

## Format

- Two-day programme
- In-person
- Group size - 6 to 12

## Content

- **Unlock collective intelligence** and increase participation
- **Shift from centralised control** to relational networks
- **Learn modern processes** that work at speed and scale
- **Guide groups** towards clarity, alignment and action



I co-authored an academic paper on facilitating intelligent networks. Read the [summary](#).

# Let's start a conversation

If you're looking for leadership or team development, I'd be happy to have a conversation with you to explore whether one of these workshops or programmes could benefit your organisation.

Just drop me a line if you'd like to connect.

## Alex Menhams

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In 20 minutes we can:

- clarify the outcomes you're looking for
- explore which workshop or programme fits best
- discuss practical options for delivery

*"Life at its core is all about relationships. At every moment, in every instance, the relationships matter." ~ Nora Bateson*



## Get in touch

If you'd like to discuss how I could support your organisation, I'd be delighted to connect with you.

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