

TRAINING & DEVELOPMENT

HOW TO BUILD, SUSTAIN & GROW
HEALTHY, PURPOSE-DRIVEN ORGANISATIONS

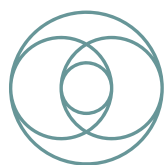
LEARN

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PRACTICE

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IMPLEMENT



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INNOVATIVE TRAININGS

FOR INNOVATIVE ORGANISATIONS



SERIES OF INNOVATIVE TRAININGS FOR ORGANISATIONS WHO WANT TO:



BUILD INTENTIONAL CULTURES

Understand and leverage the extensive research evidence-base which shows that taking the time to reflect and build value-based, purpose-driven cultures leads to highly engaged employees and leadership.



INCREASE INCLUSIVITY & ENGAGEMENT

Reap the productivity and bottom-line benefits of inclusive workplaces and highly-engaged teams. Unlock the full potential from your people in a way in which values and respects what each individual brings to the table; and which aligns with your corporate culture and strategy objectives.



INNOVATE & LEAD: LEVERAGE CUTTING-EDGE INSIGHT

Through mainstreaming the most cutting-edge research and innovative tools, become leaders in the field of purpose-driven culture; inclusive talent management and employee engagement. Drawing on the latest developments in sociology; psychology; neuroscience; and organisational behaviour.

5 INNOVATIVE TRAININGS:

- EACH CAN BE DELIVERED STAND-ALONE OR AS PART OF A HOLISTIC SERIES



COVID19: NAVIGATING NEW MODELS OF WORK

Evidence-based insights, tools & practices for managing new ways of working, and navigating change with a trauma-informed lens.



PURPOSE-DRIVEN ORGANISATIONAL CULTURE

How to build, sustain & grow a purpose-driven organisation which aligns with your organisations' strategic vision and objectives.



UPLEVELLING DIVERSITY & INCLUSION

Insights, tools and practices to affect real change with sophisticated, trauma-informed Diversity & Inclusion strategies.



EMPLOYEE ENGAGEMENT & WELLBEING

Innovative creative methods for exploring & transforming the employee experience - increasing wellbeing, belonging and trust.



TRAUMA-INFORMED ORGANISATIONS

Understanding the need and leveraging the bottom-line benefits of applying trauma-aware practice within your organisation.



COVID19: NAVIGATING NEW MODELS OF WORK

INSIGHTS, TOOLS & PRACTICES FOR MANAGING NEW WAYS OF WORKING

OVERVIEW

- COVID19 has radically altered how we live and how we work. This course will support Leadership Teams; HR Managers; Senior Managers and Team Leaders in navigating the complexities of new models of work. It brings together the latest research insight on hybrid ways of working; best-practice models for reintegrating to workplaces; with trauma-informed approaches to managing transitions, and fostering wellbeing, engagement and belonging. This course will provide insight and practical tools for balancing staff-flexibility, choice and autonomy with business needs.
- We will explore new ways of working, and how to use evidence-informed methods, tools and practices to co-design new models of work/engagement with teams in ways which are inclusive and person-centred. Co-designed ways of reintegration with the workplace provide creative and sustainable solutions for organisations, by leveraging employee insight and creating a culture where people feel valued.
- This is an experiential course, where participants will be facilitated in using innovative tools and practices for engaging their teams in the design of new ways of working - these methods have been shown to foster psychological safety and lead to practical actionable solutions, which help drive engagement and wellbeing.

LEARNING OUTCOMES



Understand and Apply Insight:

Learners will have a comprehensive understanding of the latest research and innovations within the area of reintegration to workplaces and hybrid working in the wake of COVID19, and will be able to identify how best to apply those learnings within their own organisations.



Develop Skillset in Innovative Tools:

Learners will be able to apply a series of innovative trauma-informed methods, tools and practices for co-designing reintegration strategies with their teams.



Build Implementation Roadmap:

Learners will be facilitated in an experiential process of applying their learnings to their organisational reality, leaving with a series of practical and actionable next steps.

TARGET AUDIENCE & DURATION



- HR Managers; Leadership Teams; Senior Managers; Team Leaders.
- Can be delivered in a variety of formats/timeframes - e.g. from one/two day high-level intensives for Leadership Teams to five-day deep-dives for HR Managers.



PURPOSE-DRIVEN ORGANISATIONAL CULTURE

HOW TO BUILD, SUSTAIN & GROW A PURPOSE-DRIVEN ORGANISATION

OVERVIEW

- Developing 'purpose-driven' organisations is increasingly seen as key to attracting, retaining and developing high-performing employees, and building inclusive talent management strategies. Research consistently shows the bottom-line benefits of taking the time to build cultures which are values-based. In this course we will take a deep-dive into the latest cutting-edge research to understand exactly what it means to be 'purpose-driven', and how an organisation can intentionally foster this kind of culture in a sustainable manner. It will draw on recent developments in Organisational Behaviour; Psychology; Sociology and Neuroscience.
- This will be an experiential course where the research insight will be combined with creative design-thinking exercises which will facilitate leadership teams; HR managers; and senior managers in exploring how they can apply the research insight practically to their own organisation. The course will include experiential training in a series of innovative methods to both assess and transform organisational culture; capture the employee voice, while building trust and engagement.

LEARNING OUTCOMES



Understand and Apply Insight:

Learners will have a comprehensive understanding of the latest research and innovations within the area of organisational culture; and will be able to identify how best to apply those learnings to their own organisational and team contexts.



Develop Skillset in Innovative Tools:

Learners will be able to apply a series of innovative methods, tools and practices for conducting cultural assessments and transforming organisational culture in a way which aligns with values and purpose.



Build Implementation Roadmap:

Learners will be facilitated in an experiential process of applying their learnings to their organisational reality, leaving with a series of practical and actionable next steps.

TARGET AUDIENCE & DURATION



- HR Managers; Leadership Teams; Senior Managers; Team Leaders.
- Can be delivered in a variety of formats/timeframes - e.g. from one/two day high-level intensives for Leadership Teams to five-day deep-dives for HR Managers.

8 UPLEVELLING DIVERSITY & INCLUSION

INSIGHTS, TOOLS & PRACTICE TO ADVANCE YOUR D&I STRATEGY

OVERVIEW

- Despite decades of research, practice initiatives and financial investment in the area of D&I, recent research suggests that many organisations struggle to develop and foster cultures of belonging and inclusion; and face challenges in attracting, retaining and promoting a diverse range of talent. In this course, we will examine why this is, getting deeply under the skin of the most cutting edge research in the areas of Sociology; Psychology; Neuroscience and Organisational Behaviour. To truly take D&I to the next level, organisations require a nuanced and sophisticated understanding of issues such as racial and gender-based trauma; social-role stereotyping and concepts such as emotional-labour, and spotlight-theory. These concepts help us to identify the often hidden roadblocks and blindspots which can undermine an organisations' D&I strategies.
- This will be an experiential course which will facilitate learners in applying the research insight practically to their own organisation. You will be introduced to innovative methods, tools and practices to fully assess both the 'number and nature' of D&I within your organisation - how to conduct comprehensive D&I audits in a way which is trauma-informed, person-centred, and which can affect real change.

LEARNING OUTCOMES



Understand and Apply Insight:

Learners will have a comprehensive understanding of the latest research and innovations within the area of D&I; and will be able to identify how best to apply those learnings to their own organisational contexts.



Develop Skillset in Innovative Tools:

Learners will be able to apply a series of innovative methods, tools and practices for assessing and transforming D&I - moving beyond simplistic trainings in unconscious-bias to embed sophisticated understanding of the reality of systemic and structural inequalities and intersectionality.



Build Implementation Roadmap:

Learners will be facilitated in an experiential process of applying their learnings to their organisational reality, leaving with a series of practical and actionable next steps.

TARGET AUDIENCE & DURATION



- HR Managers; Leadership Teams; Senior Managers; Team Leaders.
- Can be delivered in a variety of formats/timeframes - e.g. from one/two day high-level intensives for Leadership Teams to five-day deep-dives for HR Managers.



EMPLOYEE ENGAGEMENT & WELLBEING

INNOVATIVE METHODS FOR EXPLORING & TRANSFORMING EMPLOYEE EXPERIENCE

OVERVIEW

- When it comes to managing human capital, attraction and retention of engaged workers is the holy grail for organisations. Research consistently finds that happy, healthy, engaged workers are key to productivity and overall business performance. However organisations often struggle to truly understand how to leverage and influence engagement and to unlock the full value from their teams, particularly in the wake of COVID19.
- In this course we will explore innovative, creative methods for assessing current levels of engagement which move beyond traditional survey approaches, and which can provide organisations with deeper, actionable insight. The course will also explore methods for transforming engagement; building a sense of community, belonging, purpose and trust, particularly in the context of COVID19 and hybrid working environments.
- The course will examine the latest research on happiness, wellbeing, and work/life balance; and how to apply that insight in practical, person-centred ways within an organisation. Drawing on Neuroscience, Psychology, and Sociology we will explore engagement and wellbeing via an innovative trauma-informed lens. The course will include a variety of creative experiential exercises which will facilitate learners in applying research in practice.

LEARNING OUTCOMES



Understand and Apply Insight:

Learners will have a comprehensive understanding of the latest research and innovations within the area of engagement and wellbeing and will be able to identify how best to apply those learnings.



Develop Skillset in Innovative Tools:

Learners will be able to apply a series of innovative methods, tools and practices for assessing and transforming engagement - moving beyond tired approaches which often fail to affect real change.



Build Implementation Roadmap:

Learners will be facilitated in an experiential process of applying their learnings to their organisational reality, leaving with a series of practical and actionable next steps.

TARGET AUDIENCE & DURATION



- HR Managers; Leadership Teams; Senior Managers; Team Leaders.
- Can be delivered in a variety of formats/timeframes - e.g. from one/two day high-level intensives for Leadership Teams to five-day deep-dives for HR Managers.



TRAUMA-INFORMED ORGANISATIONS

INSIGHTS, TOOLS & PRACTICES FOR FOSTERING TRAUMA-AWARENESS

OVERVIEW

- There is an increasing awareness of the impact and widespread nature of trauma within society. Despite clear evidence to show the benefits to engagement; wellbeing and performance of fostering trauma-awareness, this insight has yet to fully be mainstreamed into day-to-day organisational policies and practices, and into our own individual understanding of how trauma can effect both ourselves and others within the workplace. This course will provide an introduction to the most cutting-edge research and practice in the area of trauma-informed organisations - drawing from Neuroscience; Social-Psychology; and Organisational Behaviour. It will provide participants with a sophisticated understanding of how trauma impacts individuals and particular communities (e.g. racial-trauma; gender-based trauma etc) and will provide simple, effective evidence-based approaches to ensuring an organisation is a safe and inclusive place for all, leveraging the benefits of trauma-awareness.
- The course will outline the key characteristics of trauma-informed organisations, and how they intersect with concepts such as psychological safety; the learning-organisation and strengths-based approaches to leading high-performance teams. Participants will be facilitated in a variety of creative experiential exercises to translate their learnings into practical approaches for their own organisations.

LEARNING OUTCOMES



Understand and Apply Insight:

Learners will have a comprehensive understanding of the latest research and innovations within the area of trauma-informed organisations and will be able to identify how best to apply those learnings in their own organisational contexts.



Develop Skillset in Innovative Tools:

Learners will be able to apply a series of innovative methods, tools and practices for assessing and applying trauma-informed policies; approaches and ways of being within their organisations.



Build Implementation Roadmap:

Learners will be facilitated in an experiential process of applying their learnings to their organisational reality, leaving with a series of practical and actionable next steps.

TARGET AUDIENCE & DURATION

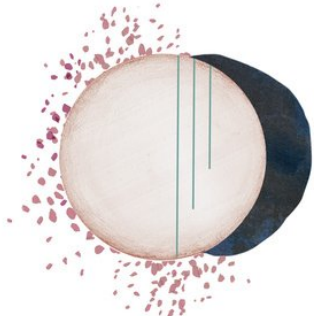


- HR Managers; Leadership Teams; Senior Managers; Team Leaders.
- Can be delivered in a variety of formats/timeframes - e.g. from one/two day high-level intensives for Leadership Teams to five-day deep-dives for HR Managers.

SKILL & EXPERTISE

PROJECTS - RECOGNITION - CLIENTS





PINK FLOWER
RESEARCH

DR MARIA QUINLAN: FOUNDER

Dr Maria Quinlan is a consultant who specialises in innovative methods for assessing and transforming organisational culture. She combines extensive industry experience with the latest evidence-based research to develop bespoke solutions for organisations. Her methods focus on deep root-cause analysis and creative design-thinking approaches which lead to actionable insight and sustainable change which is aligned with an organisations' core values and purpose.



Her work has been nominated for a variety of industry awards, with her recent project for AIB winning the 2020 CIPD award for employee empowerment and trust. She has worked with many organisations over the past year exploring how best to support employees during the COVID-19 pandemic. Maria is an experienced educator and trainer, with a PhD in Organisational Behaviour from Trinity College Dublin; she lectures in Organisational Behaviour and Talent Management at Queens University Belfast, and is a collaborative research fellow at University College Dublin. She was formerly a Human Capital consultant at Deloitte Ireland; Aviva and Eir.

- www.pinkflowerresearch.com
- maria@pinkflowerresearch.com
- Mobile: 087 2242123

INNOVATIVE SOLUTIONS FOR INNOVATIVE ORGANISATIONS

Maria's work draws on over twenty years spent researching organisational culture, and working with a diverse range of organisations on projects related to cultural change; employee engagement, mental health and wellbeing; and diversity and inclusion. Her research highlights how these various organisational issues are intimately connected, and her trainings bring together the key threads which organisations can focus on to deliver improvement simultaneously across all of these areas.



DR MARIA QUINLAN

FOUNDER
PINK FLOWER RESEARCH

SOCIOLOGIST

- Maria is a sociologist who specialises in the use of creative, person-centred research methods which aim to facilitate people in sharing their lived experience. She is founder of Pink Flower Research, a research consultancy which focuses on creating actionable insight regarding issues of equality and inclusion, using person-centred, trauma-informed methods.
- She has a PhD from Trinity College Dublin, where she explored gender and career progression within the Financial Services,

SCIENCE MEETS PRACTICE

- Prior to working full-time in the area of academic and social research, Maria worked for over a decade in industry where she held a variety of market analysis and strategic insight roles within the Financial Services, Telecoms and MedTech sectors.
- She draws on this expertise to further enhance her methodological approaches, drawing on design-thinking and traditional strategic analysis tools to analyse social and organisational issues

AWARD-WINNING CREATIVE INNOVATOR

- Maria's innovative practice and the impact of her projects has been recognised by a variety of professional industry bodies.
- Her work has been nominated for several industry awards, winning the CIPD 2020 award for employee empowerment and trust.

INNOVATIVE RESEARCHER

Multi-disciplinary researcher

- Maria has a strong track-record in generating new and innovative insight across a range of organisational and social issues. She has over 20 years' experience as a researcher conducting both qualitative and quantitative projects; and from 2013-2017 was Research Lead at the Applied Research for Connected Health centre at UCD.
- She has successfully designed, managed and implemented a variety of independent research projects for clients in the public, non-profit and private sectors; providing end-to-end design, implementation and project management

Writer and speaker

- Allied to academic publications, she has produced a range of peer-reviewed research reports; white-papers; & position-papers for public, private and non-profit clients. A selection of these can be downloaded at www.pinkflowerresearch.com
- Maria regularly presents her research and thought leadership at national and international conferences.

EXPERIENCED EDUCATOR

Lecturer

- 2018-Present: Part-time lecturer in Talent Management and Organisational Behaviour at Queens University Belfast and Univesity College Dublin.
- 2013-2020: Head of Research at the Institute for Integrative Counselling and Psychotherapy, Dublin. Lecturer in the Sociology of Mental Health; the Sociology of Equality; and Advanced Research Methods - with a particular focus on research ethics; participatory and trauma-informed methods.

Bespoke workshop design and delivery

- Has researched; written and delivered bespoke workshops and seminars on an extensive range of organisational and social issues, for both practitioners and students.
- Most recently has designed and delivered a series of workshops on visual methods for PhD students in UCD; and on Trauma Aware Practice for community-based organisations..

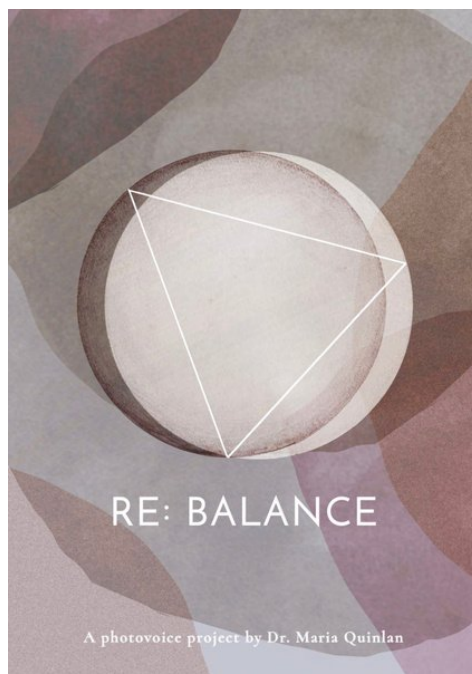
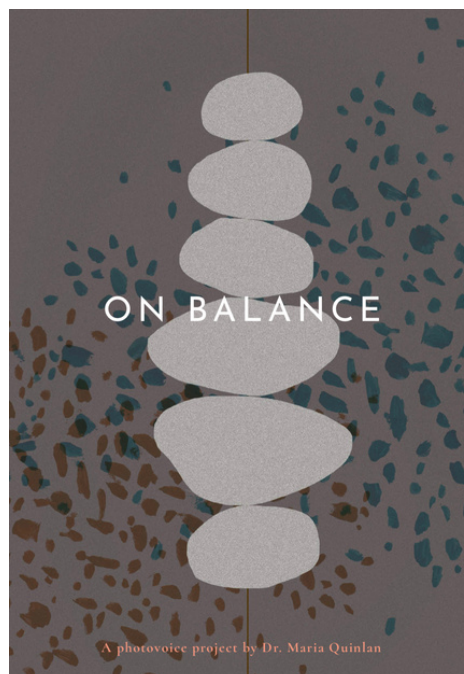
TRAUMA-INFORMED WELLNESS PRACTITIONER

- Maria is a qualified yoga and meditation teacher, and has developed a series of short courses which combine the therapeutic and self-reflection elements of photovoice with yoga nidra meditation, breathwork, freewriting and other creative exercises rooted in her research. .
- Drawing together multi-disciplinary insight related to mindsets and our nervous-system responses, she has delivered bespoke versions of her courses for corporate clients as part of their employee wellbeing initiatives.

SELECT PROJECTS

Exploring and transforming organisation cultures and the employee experience

- Please click on image to view each report.





"The visual impact of the photos alongside the personal stories created a step change in engagement across the firm, as people were able to connect with the individual and the stories in a totally different way to data from a focus group or survey."

VALARIE DAUNT
PARTNER IN HUMAN CAPITAL
DELOITTE

RECOGNITION

AWARDS – MEDIA – CASE-STUDIES

Pink Flower Research's work has been recognised for its uniquely innovative approach and its significant impact on employee engagement, at a variety of industry awards; in media articles; and in industry best-practice case-studies.

AWARDS

On Balance, our photovoice project on work/life balance within AIB Technology teams, won the CIPD 2020 Award for Employee Empowerment and Trust, and was a finalist for the European Employee Engagement Awards 2019.

Different But Equal and Time Is Of The Essence our projects on respect and inclusion commissioned by Deloitte Ireland, were finalists for the CIPD 2019 award for Diversity and Inclusion, and for the Business to Arts award for engagement in 2020 respectively.



“The judges were very impressed with this unique and innovative approach to organisation development, which led to significant improvement in trust and flexibility in a challenging sector. This project gave voice to people’s lived experience and created a relatable photography exhibition. The judges praised this for its risk taking, its super unique approach, a real employee-led listening strategy and then great metrics to demonstrate how it developed trust and engagement.”

INDUSTRY BEST-PRACTICE

Different But Equal, our project exploring the lived-experience of international employees based in Deloitte's Irish offices was featured as an example of best-practice by both Business in The Community, in their Inclusive Employer publication; and by the Department of Business, Enterprise and Innovation, as part of their industry CSR HUB. Both case-studies highlight the significant business impact of the project.

“The photovoice project has helped move us to a new stage in our cultural maturity around inclusion. While before we may have had to push the inclusion agenda to our leaders, we now have leaders coming to our Respect & Inclusion Council asking if we can support them to drive greater inclusion by opening up conversations within their teams, reviewing training programmes, speaking at events, etc..”



An Roinn Gnó,
Fiontar agus Nuálaíochta
Department of Business,
Enterprise and Innovation



“Having come through the process and seeing the outputs, I was blown away by how effective it was, how quickly it got to the heart of the work/life balance topic and the output on how work/life balance and agility is working for AIB, the involvement and inclusion of people in it – the energy that was created around it and really the feel-good sentiment that resulted from it”

WENDY BEESLEY
PEOPLE AND TALENT LEAD
AIB

CLIENTS



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills

