



FEARLESS FOUNDATIONS

The practical human skills programme for early-career professionals in food manufacturing and retail.



ABOUT THIS PROGRAMME

Junior and early-career professionals in food manufacturing and retail carry real responsibility from day one - cross-functional projects, retailer-facing conversations, supplier relationships - often with no formal support in how to manage themselves under that pressure.

Fearless Foundations gives them that support. Over two structured in-person days, participants build the confidence, resilience, communication and prioritisation skills that make their technical skills count. Every tool, model and exercise is grounded in the realities of food manufacturing and retail - not generic training.

The result: people who show up differently. More confident in meetings. Better at prioritising under pressure. Clearer in their communication. Less likely to burn out quietly and more likely to stay.

Who Is This Programme For?

Early-career NPD, technical and development professionals Technologists, chefs, apprentices and graduates already navigating cross-functional complexity and who could use the human skills to match.

People who are capable but struggling under pressure Those showing signs of stress, firefighting or lack of confidence in stakeholder conversations. The technical knowledge is there. The human toolkit needs building.

Cohorts working across different teams or accounts Ideal for group delivery where building peer connections and a shared language is as valuable as the content itself.

Organisations investing in retention as well as performance When people feel equipped and supported, they stay - and perform better while they are there.



WHAT PARTICIPANTS WALK AWAY WITH



Confidence that holds under pressure

Participants understand how their confidence fluctuates and how to rebuild it in the moment.

A workload they can actually manage

Practical frameworks for prioritisation, so they are able to be less reactive and escalate less.

More confident and assertive communication

From stakeholder conversations to tricky supplier interactions - participants practise adapting their approach.

A practical toolkit for difficult conversations

A framework that gives them a structured, human way to navigate conflict - without freezing or avoiding.

Resilience built on self-awareness, not bravado

Participants understand how to better manage pressure and stress. They leave with a plan they'll actually use.



PROGRAMME FORMAT

Pre-Session

Participants receive a briefing and complete self-reflection pre-work and a goal-setting conversation with their line manager before the programme starts.



Day 1: Managing Self

A full day on managing stress and resilience, building confidence, developing a growth mindset and practical productivity.

Participants leave with a personal action plan and a peer learning partner.



Day 2: Working with Others

A full day on communication styles, stakeholder empathy, navigating tricky conversations using the CALM framework, assertive language and handling change.

Groups review Day 1 commitments together.

Post Programme

Learning partner accountability check-in and ongoing line manager review.

Tailored follow-up coaching available on request.





What Participants Say



"Amy and Angharad are very good presenters and relatable. Gave realistic techniques which I can use."

JUNIOR DEVELOPMENT CHEF

"I need to be more assertive and not feel bad when saying no. I'm going to call the factory more and present more to my team to build my confidence."

JAKUB ZERA, APPRENTICE

"I liked how open the discussions were and how comfortable I felt giving answers - I'm allowed to question things I don't understand."

DEVELOPMENT TECHNOLOGIST

100% SUCCESS RATE

100%

OF PARTICIPANTS (OVER 50 PEOPLE) HAVE RATED THE PROGRAMME POSITIVELY

PART OF THE FEARLESS SUITE

Fearless Foundations is Course 1 of 3 in the Fearless Suite — a structured leadership development pathway designed specifically for the food industry.

Each course can be purchased standalone or as part of a wider L&D programme, with tailoring available at additional cost.

01 — Fearless Foundations (you are here)

Early career / Entry level Managing self under pressure. Confidence, resilience, productivity and communication — the human skills that make technical expertise count.

02 — Fearless Influence

Mid level / Managers Influencing without authority. How to land ideas with commercial, marketing and retailer teams when you don't have the title to back it up.

03 — Fearless Relationships

Leaders navigating difficult conversations, building accountability and building relationships with suppliers and customers - for managers who need to get more from their people and their peers.

Organisations who invest in all three courses benefit from a consistent leadership language across career levels and a team that genuinely grows together. Multi-course pricing available on request.

READY TO TALK?

Ready to talk? Whether you're planning a single cohort or a multi-year programme, let's have a conversation about what your team actually needs.

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