



ILM
ACCREDITATION

“ *This was a truly transforming experience for our business, especially Board managers.* ”

BUILDING THE BUSINESS ON THE FIRM FOUNDATIONS OF MANAGEMENT EXCELLENCE



PROBLEM

Before going for the next phase of growth, it's not unusual for a business to take a long hard look at itself – especially at the way it's managed and led.

This is particularly true of an enterprise preparing to 'go public'.

In such circumstances, the financial markets need to be assured that the organisation is competently managed and led.

A construction company client of ours was in just this position. They recognised the need to operate more strategically in order to continue to grow as planned.

In addition, they wanted to prepare for a possible flotation on the stock market and a key factor in success of that would be the ability to demonstrate enhanced management competence at all levels across the organisation.

Contact us for more information on Leadership & Management training

BESPOKE
TRAINING & DEVELOPMENT

 info@bespoketraining.org.uk

 www.bespoketraining.org.uk

 01425 654944



SOLUTION

A tailored management development programme was designed to drive management competence in three key areas; Managing Yourself, Managing Others and Developing Others. Every manager in the organisation attended the programme, including senior managers and board members.

What's more, each and every level of manager was challenged by the programme and our facilitators to apply their learning in relevant, real-world situations.

An added bonus for delegates, which was also a key factor in securing delegate buy-in, was the fact that as an approved centre of ILM (Europe's largest provider of management development qualifications) we were able to accredit the programme, providing external recognition for this in-house development programme.



RESULT

The Senior Leadership Team reported the following outcomes.

A more proactive approach to planning and organising work, so that the organisation moves from winning a contract to designing and delivering a project much more quickly

A revamped company induction training programme

New hires being chosen on the future needs of the organisation rather than current demands

In addition, the impact of the development strategy has helped improve the company's financial performance, with turnover up £3.6m on the previous year. The company is also retaining more site employees and employee turnover has reduced by 4%.

COURSE OVERVIEW

ILM ENDORSED AWARD

- Completely tailored to suit the specific learning and assessment needs of the client business
- Develops solid management skills to gain respect and trust of colleagues
- Covers a wide range of topics, including leadership, coaching, mentoring and change management

Contact us for more information on Leadership & Management training

BESPOKE
TRAINING & DEVELOPMENT

 info@bespoketraining.org.uk

 www.bespoketraining.org.uk

 01425 654944