



for more information call
01437 721 879

BACK **Management / Leadership Development Programme**

A Seven Module Programme

The organisation is a government agency that reports directly to the Home Office and employs over 4000 staff. The Development Company UK Limited has been working with the agency since January 2006.

Initially, The Development Company's consultants worked with the divisional directors and senior managers. Programmes included tailored courses, team events, workshops and conferences. Delegates were introduced to a wide range of subjects including personality profiling and understanding.

Team development exercises were undertaken to understand leadership styles, and team dynamics. The consultants used industry accredited tools to help the individuals to understand their personal style and how to recognise other styles.

These programmes contributed to the publication of a set of core values and a personal qualities framework. The personal qualities framework is a set of behaviours that are desirable for all leaders and managers within the agency.

Four hundred managers were identified that could benefit from a programme of management training.

The programme was designed to include the following modules:

- Enhanced Business Communications (1 Day)
- Attitudinal Development (1 Day)
- Personal Effectiveness (1 Day)
- The Art of Negotiation (1 Day)
- Increasing Influence and Leverage (1 Day)

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- Leading Change (2 Days)
- Inspirational Management (2 Days)

As a part of the process, managers undertake a 360° Feedback review. Each manager nominates his/her superior, peers and subordinates to rate their behaviour using the personal qualities framework mentioned above. In addition, the feedback rates the importance of the value or competency for the manager's role.

The 360° Feedback is delivered via an online system designed and managed by The Development Company.

The Development Company UK Ltd PO Box 1 Haverfordwest Pembrokeshire United Kingdom SA62 6YS
<http://www.developmentco.com>