

## **Transition Partnerships Development Programmes**

### **Leadership Foundation Programme**

Transition Partnerships work with this major motor vehicle manufacturer to design and deliver the Leadership Foundation Programme to meet the organisations competency framework for developing leadership.

The Leadership Foundation Programme is a development programme for leaders with high potential capable of taking up senior leadership positions within the organisation. The programme consists of 6 distinct elements which cover self awareness, effective communication, dealing with people, inspirational leadership and enhancing team effectiveness.

A central element of this programme is a series of small assignments, carried out between two formal training sessions, where the participants define a workplace problem, develop a solution, the methods / techniques to be used and then execute it.

The aim of these assignments is to assist the participants integrate their learning from the formal element of the training into the work place.

The programme starts with an evaluation of their behaviours and an analysis of their strengths and limitations against prescribed criteria. Each participant prepares their own development action plan to help define their learning needs within the context of their particular business area. Progress is reviewed at each formal session of the programme and by their line manager, and also by a member of the group who acts as their coach.

One of the key benefits of this programme is the way it increases the cohesiveness and networking opportunities amongst the group taking part. A company executive participates in a session to expand participants understanding of leadership and the business position. Participants choose a 'buddy group' to work together with on the assignments.

Leadership Foundation Programme is spread over 6 – 8 weeks partly to enable participants to digest what they learn during the formal sessions which are delivered over two residential days followed by a further day.

### **Accelerating Performance Programme**

This programme is a bespoke design to meet the business requirements of an organisation that specialises in property protection and a major motor car manufacturer to develop their first level Supervisors and Operational Managers.

This development is spread over 12 weeks and includes 4 days off job training that includes:

- My role in the organisation
- Effective communication
- Performance management
- Dealing with people
- Leading my team

This is a highly interactive programme that develops the key skills for this level of management.

## The Essential Manager Programme

This development programme was designed and delivered for the same property protection client to develop their Branch Managers.

This programme consists of three distinctive modules each contain four elements

- Module 1 Managing self
- Module 2 Finance and business
- Module 3 Leadership and team working

This programme develops the essential skills to contribute to business performance

*"This is the best training programme I have seen in 25 years in management" Finance Director*

## Personal Development Scheme

In response to the challenge of having insufficient human talent to meet the future business requirements, TP worked with the Operations Director of a major defence organisation to design and deliver a Personal Development Scheme. The objective is to develop a core of managers with a different mindset and tools for improving business performance.

There are 12 participants on each programme. They complete 12 days of off job training in a 12 week period. In addition there is an outdoor development weekend. The programme is designed on the following model.



The group also takes responsibility for a project that involves improving an aspect of a local community. The purpose is to transfer their learning from the programme into actions using their creativity, interpersonal and leadership skills, team work and personal commitment. Completion of the project is within the 12 week development period.

The group is responsible for key elements of the development process which ensures they achieve their personal learning and project objectives.

## Executive briefing

In addition, another benefit of this programme is the way it increases the cohesiveness, networking and learning support mechanisms amongst the group taking part, that stays long after the project has been completed.

*"I am so excited about this programme that I would pay for it myself" Operations Director*

## Other Programmes

Members of the TP team also deliver programmes that are part of Masters or Certificate courses at Warwick Manufacturing Group, Warwick University. These include;

Improving Personal Performance  
Leading Change and Improving Personal Performance  
Leadership  
Business Winning  
Managing People and Change

For further information please contact Transition Partnerships on 01488 648278