



Management Development Programme

A unique approach to management development



Preventing People Problems

Management Development Programme

This unique Management Development Programme blends interactive training in small groups with supported Institute of Leadership and Management learning.

The Programme is designed to give a full, thorough and interactive programme of development, made up of self-awareness, training modules and mentoring over a six month period. Participants attend 6 workshops, each being very interactive and lasting half a day. Each module will be run one month apart.

The Institute of Leadership & Management

Our MDP is accredited by the Institute of Leadership and Management and we are an Approved Centre to deliver our programme. This gives all delegates access to the Institutes digital learning platform: MyLeadership - which contains 49 bite-size self-study module titles covering topics within Authenticity, Vision, Achievement, Ownership and Collaboration.



It also provides an access route for learners to achieve a professional grade of Membership once they have completed the course, allowing them to be able to use prestigious post-nominal letters - InstLM.

Programme Summary

Prior to the programme commencing every delegate will complete a psychometric assessment. This is a unique and insightful element of the Management Development Programme. It is designed to give each delegate a good understanding of their own personality type, the personality types within the team, their management style and motivations at work which is beneficial throughout the programme.

The modules are:

- **Module 1:** Effective Team Leadership & Self awareness
- **Module 2:** Basic Awareness of Employment Law
- **Module 3:** Recruiting Staff
- **Module 4:** Managing Performance
- **Module 5:** Discipline and Grievance
- **Module 6:** Communicating with Confidence and managing Conflict

“The best managers of people are those who firstly understand themselves well enough to know how to work to their strengths, accept their weaknesses and know how to bring out the best in different people to ensure the maximum success of a team.” Karen Sanders

Course delegates will benefit from:

Increased confidence

Starting with self-awareness the course covers the key principles of management and up to date guidance on best practice to equip managers with the knowledge, tools and skills to manage their teams with confidence.

Personalised programme

Every delegate will complete a Management Development plan at the beginning of the programme to ensure that they gain maximum benefit from their learning. The delegate's line manager will also contribute to ensure that the delegates development supports the organisation's objectives.

Supportive and collaborative learning environment

Each half day module is designed to be interactive to allow delegates to explore issues and discuss what they have learnt in a collaborative and supportive environment.

Supporting learning material

Delegates will receive their own Learning Portfolio containing all training materials to support their learning between modules as well as having exclusive access to the Institute of Learning and Managements' award winning e-learning platform for 12 months.



Who should attend the course?

This programme is suitable for anyone who has been in management for a long time as well as someone new to a management role. The level of learning in each module will be tailored to the level of experience and competence delegates have gained in managing staff.

Companies who have invested in our management development programmes have reported significant increases in the performance and profitability of their businesses through:

- Increase in staff performance
- Decrease in staff turnover
- Reduced absenteeism
- Reduced conflict in the workplace
- Increase in staff motivation
- Improvement in employee engagement and satisfaction levels - amongst both managers who have attended the programme and their staff
- Confidence to promote staff from within to more senior positions, rather than having to recruit from outside.



**Programme Leader
Karen Sanders**

Karen is a Fellow of the Chartered Institute of Personnel and Development (FCIPD) and has over 10 years' experience as a highly strategic and commercially focussed HR Director working for various companies.

During her time in the commercial world, Karen's key passion was and still is assisting individuals to reach their full potential, largely through developing managers to get the most out of their staff.

Karen has extensive experience in taking the aims, objectives and plans of a business to create and deliver HR strategies that not only support businesses to deliver their plans, but also that significantly impact their performance. One common element of each of these strategies has been increasing leadership and management performance and has developed, enhanced and improved a unique, exciting and results driven Management Development Programme. A programme that delivers results, significantly impacts the performance and success of a company and one that, through her own HR Company, is now being offered to the clients of her business.



**Primary Trainer
David Hudson**

David's background has been in various industries, from global corporates to start-ups including charity, retail, banking and property. David has worked in both operational management and HR leadership roles which provides him with a rounded view of what organisations need from a people perspective. David has a wide range of experience, from dealing with immediate employee issues and recruiting talent to running large HR functions, complex employee relations matters, corporate board level work, mergers and acquisitions and working with business leaders of national and international businesses.

David is passionate about developing managers and future talent and uses all of this experience to make his training sessions interactive, interesting and filled with experience-based guidance for the next generation of managers and leaders.

David is passionate about diversity and inclusion, is a qualified DISC practitioner, has a Masters in Coaching and Behavioural Change and is a local Careers Enterprise Advisor in Southbank UTC College, London

Cost

£2,500 + VAT per delegate. For bookings of 8 delegates or more a group discount can be applied.

Cost of the programme includes membership to the Institute of Leadership & Management for one year including access to the MyLeadership learning portal for the year, Psychometric Profiling and work-based assessments, 6 half day workshops including course refreshments, mentoring and all course materials.

Don't miss out on this exciting and unique opportunity. Call 01252 595029 now or email team@hrdept.co.uk to reserve your place.