

Grow Development Solutions

Working in Partnership with 'Sandicliffe' to Design
& Deliver "Evolve" (A Bespoke Endorsed Leadership
& Management ILM Programme)



Sandicliffe

The logo for Sandicliffe features a thin, grey, curved line above the text. The text "Sandicliffe" is written in a bold, dark blue, sans-serif font. The letters 'i' and 'l' in "Sandicliffe" have small grey dots above them, which align with the two dots on the grey line above.

Developing Our PARTNERSHIP

We were very pleased that this partnership was developed through an existing partnership we had with a training and education provider, who specialised in training in the automotive sector. We were brought in to meet with the senior team at Sandicliffe, to learn more about their business and their desired aims for their bespoke management and leadership programme.

Following an initial introductory meeting, and other 'let's get to know you and your needs' meetings, we learnt that Sandicliffe were keen to have a programme that would not only provide an opportunity for their managers to be trained and coached, but also one that would 'assess' their ability to apply their learning from the programme. As a result, we agreed with our new partner that an ILM Endorsed programme was the right solution for them, allowing them to have the freedom to design their own programme, whilst also still having an element of robust and practical workplace assessment.

We worked together with Sandicliffe to make sure the programme covered all aspects of management and leadership training that were important to them as a business, both for the now and for their future. It was fantastic that rather than us creating a name, Sandicliffe offered potential delegates to put forward their idea for a name for the programme – that's where 'Evolve' came from! Although the person who came up with the name got a bottle of champagne, they didn't want to be publicly known by others...so who it was, remains a mystery!



Design, Delivery & ASSESSMENT

We worked very closely with the senior team and HR at Sandicliffe to discuss the potential programme content. Amie, our founder went along to Sandicliffe to present her ideas to the senior team and discuss how the programme would be delivered and assessed. Some great collaboration took place to decide on the final content, structure, and design of the programme and from here, Amie worked with the ILM to get the programme 'Approved' as an 'Endorsed' bespoke programme.

Our programme for Sandicliffe entailed a lot of 'add-on' elements, such as pre-programme leadership profiling assessments and free 1:1 coaching for all delegates. As part of our offer to Sandicliffe, we were also keen to ensure that senior leaders would embrace all aspects of Evolve, so in addition to the 6-Day Evolve Programme, we designed an 'Insight's' Programme, which was a 2-day programme (a summarised version of Evolve) designed to encourage senior leaders at Sandicliffe to appreciate and understand the content of the Evolve Programme. Not only did we have lots of fun on the 2-day Insight's programme, this was another great opportunity for the senior leaders to really get a feel for how we work at Grow and see the training first hand before sending their managers onto Evolve.

Evolve was delivered to four cohorts in 2018-19, following which we carried out two assessments per individual delegate, to assess their coaching and people management skills and to assess how they would apply their learning in the business to achieve greater effectiveness and efficiencies. Following certification and successful completion, Sandicliffe contracted with us again to deliver Evolve to a further two cohorts.

"The course delivery has been engaging and interactive."

"I really enjoyed the course and felt supported and understood by the facilitators. They took the time to go through any specific questions or scenarios we had or wanted advice on. Completing the project at the end of the course will definitely help to bring it all together and I hope it really does help improve my department." Kerry Benson Contact Centre Manager

"I have attended loads of training courses in my motor trade carrier, but I have to say, Amie you have found a way to keep each day different - thought provoking & kept the teams enthusiasm alive. once again I apologise if I was outspoken on the odd occasion thanks again." Mark Pallett Aftersales Manager

Review, Follow-Up &

NEXT STEPS

After the first four cohorts successfully completed Evolve, Sandiccliffe were keen to get the managers who had attended the programme to continue to work together. At Grow, we proposed an extended part of the programme, which allowed all the managers to come together to apply their learning and their skills to work on a team 'business improvement project'. We delivered a 'managing and leading projects' workshop and there were a range of teams who worked together on specific business improvement projects. This worked extremely well, resulting in some excellent project outcomes, some of which were taken forward by the business. As a result of the team projects working so well, we decided with our partner that this should form part of the formal ILM Endorsed programme, so Grow worked with the ILM to make these amendments to the programme for the next cohorts.

In addition, we worked with the senior leadership team at Sandiccliffe (as part of an additional 'strategy' session) to identify how they as leaders could continue to create the right environment for their newly trained managers to thrive and also how they could address areas of their 'Best Companies' survey results to further improve how they lead and manage individuals and teams within their business.

In October 2019, we started working with an additional two cohorts of managers on the Evolve Programme, who are expected to complete by the summer of 2020. We have had to adapt to fully virtual sessions now to complete the programme and we have also included some additional content to prepare managers effectively for managing teams in a very different workplace environment.

We have loved working with the teams at Sandiccliffe, they have challenged themselves and they have challenged us! Above all, they have really embraced the programmes and demonstrated a real commitment to making change happen, to lead and manage their teams and their business more effectively! Long may our partnership with Sandiccliffe continue!

"I am finding it very informative and it is great to be able to do the course with other divisions and departments of the business, normally we wouldn't get to meet each other."

"Great delivery and knowledgeable trainers."

"A really enjoyable and fun course! It exceeded expectations. Amie worked really closely with HR to make the course fit for purpose and I believe it has worked really well. The course makes you evaluate yourself and look at your own development needs, as well as your teams". Abi Curson HR Manager