

Learning that delivers



Management Development Brochure



Leadership Development



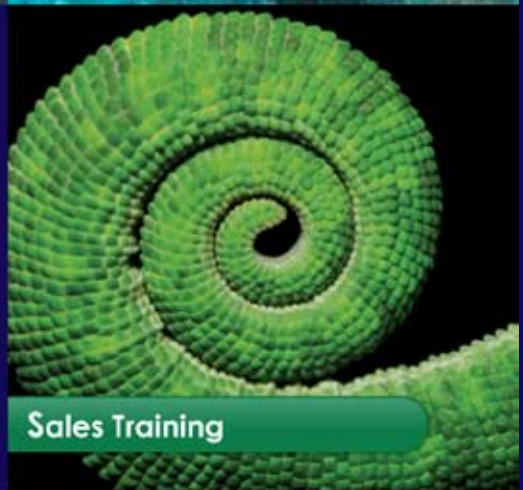
Management Development



Coaching



Personal Effectiveness



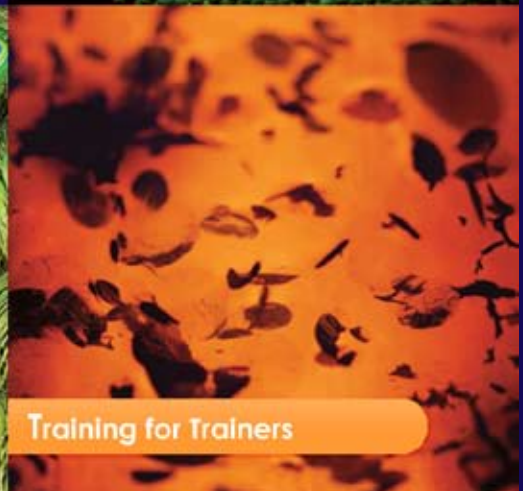
Sales Training



Customer Service Training



Learning Technologies



Training for Trainers

Management Development that Delivers

Programmes deliver in excess of 7:1 Return on Investment!

Whether you are an experienced manager, team leader, or relatively new in your role; the expectations upon you are extremely high from above and below. It can be tough!

Linac's management development programmes take delegates on a practical skills journey. Content is tailored specifically to meet the needs of your organisation and its people. Combining flexible learning elements, we help you to create the ideal development pathway for your people, that is sympathetic to operational constraints.

We have high expectations too, we believe on focusing the content on real business issues and delivering real bottom line results back into the business by the end of every programme.



An Extensive Range of Support

We work closely with you to create the perfect solution.

- We work to fully understand the needs of participants, the culture of your organisation and your desired outcomes from the programme.
- We can help you to carry out a training needs analysis (TNA). Regardless of size of population we can support you. We have carried out TNA activities from a few - to several thousand managers. We also provide an extensive range of hosted on-line TNA surveys.
- We also provide 360° feedback tools to provide behavioural profiling pre and post programme, to ensure that programmes target and deliver desired behavioural change. These can be provided on-line as automated tools that link to your PDR process.
- All programme structure and content is approved with you from the outset, to confirm it fully meets your expectations.
- We apply our unique ROI and evaluation methodology to ensure all programmes are underpinned by a proven financial model ensuring excellent ROI from your programme.

YOUR MANAGERS WILL LEARN HOW TO:

- Deliver tangible results
- Inspire creativity and innovation
- Maintain a 'can-do' environment
- Manage and drive high performance
- Build and develop strong teams
- Manage and lead change



To Find Out More:



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Management Development that Delivers

Typical Programme Structure

Key Features

Programmes feature work-based assignments, business projects and action learning sets. This powerful combination of learning activity provides the means to transfer and reinforce learning back into the work place. Delegates will deliver real tangible return back to the business and programmes culminate with delegates presenting their results and achievements to the business.

Delegates take real ownership for their performance and for the delivery of results from the outset. As their confidence, inner belief and self-awareness soars so do the results!



A typical programme is:

- From 6 to 12 days in duration
- Delivered in a series of 1 or 2-day modules
- Interspersed with coaching support
- Delivered over a period of 6 to 12 months
- Tailored to your business and its people.

Example Programme

A recent bespoke management development programme for team leaders consisted of eight development modules each one or two days in duration. The programme was also supported by on line resources such as eLearning courseware and a central repository for further reading. Workplace projects and individual assignments that were endorsed and supported by direct line managers and the senior management team featured strongly throughout the programme. A bespoke 360° feedback tool was also developed and incorporated before the programme and again post programme at the 6 and 12 month intervals to evaluate and calculate the impact on behaviour. Delegates presented their achievements at the end of the programme to the stakeholder team, which included an immediate quantified return on investment against fully loaded programme costs of 3:1.

TYPICAL LEARNING ELEMENTS:

- Management Vs Leadership
- Driving High Performance
- Team Based Problem Solving
- Encouraging Creativity
- Influencing Skills
- HR Skills
- Developing and Building Teams
- Planning for Success
- High Impact Communication Skills
- Managing Conflict
- Coaching Skills
- Facilitation Skills



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