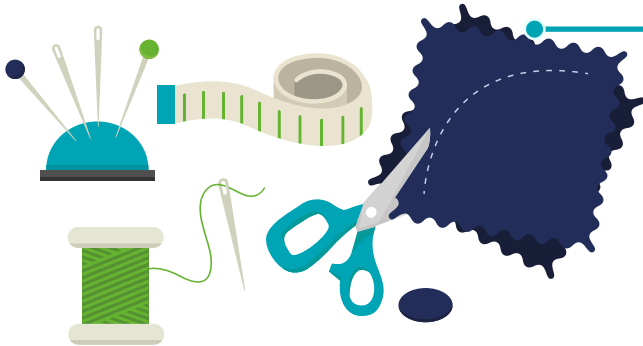


PROMOTION ACADEMY

The Promotion Academy is a springboard for people moving into new roles or positions and helps build on their capabilities to be able to handle these new roles. The programme is designed to help improve non-technical skills; helping people understand what makes them and their clients tick, improve collaboration and think about how to make great new connections to develop their business.

Our methodology:

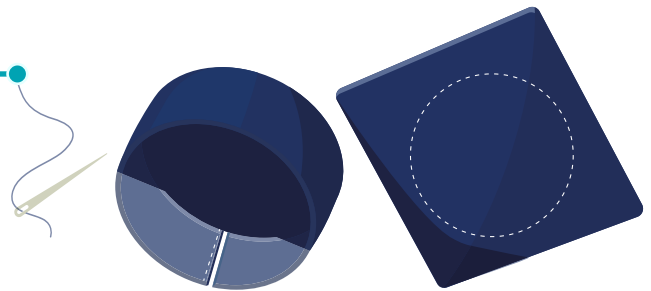
Listen



The first step is for us to conduct a 'learning needs' analysis - understanding the requirement and gaining insight into the training needs for both the business and delegates so that we can tailor the programme accordingly. To do this we begin with a listening process - firstly conversing with the Learning and Development departments, to then carrying out surveys, 1-2-1 conversations or focus groups with heads of department, other stakeholders and delegates (this is scalable).

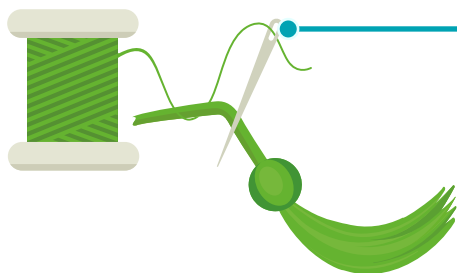
Develop

Once we have gained an insight into the requirements needed, the next stage is for us to develop the content to be able to deliver on the learning objectives. The style and flow of the content can vary depending on the audience, with a mix of interactivity that can challenge and push them out of their comfort zone along with digestible information that is just shared.



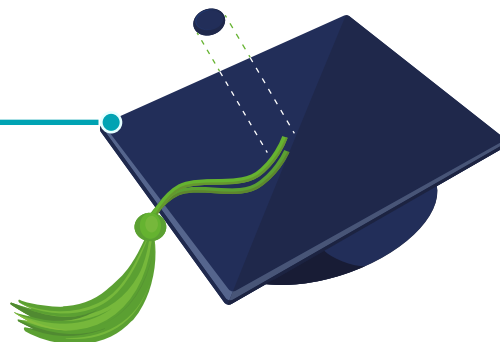
Deliver

Delivering the content can be done in multiple ways, from individual 1-2-1 coaching to group sessions of newly promoted cohorts (mixing levels of seniority) who can learn together, helping them to network, develop relationships and create a support system around them. We generally include follow up workshops or group discussions and can adjust the programme as it progresses if required.



Learn

By following this process we end up with learning that sticks... something we call 'Sticky wisdom'.



This programme offers tailored learning really focusing on the specific requirements needed for people to start the ground running and then excel in their new roles.

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