springboard consultancy

DEVELOPMENT PLUS

Developing People Transforming Lives

Development Plus is an innovative and specialised programme, for both personal and work development, tailored to senior female leaders and board members.

Originally commissioned by the UK Home Office, it provides participants with the skills, knowledge, support, ideas and determination they need to move into higher positions and break the **'glass ceiling'** that many women in leadership roles face.

It recognises the realities of senior women's lives, so that each Development Plus programme can be tailored to the culture and needs of both the client organisation and the demands placed on its senior women.

The positive development journey that participants will experience on this programme consists of a creative combination of workshops, project work, role models, networking, coaching and mentoring. The Development Plus programme is intentionally flexible, so that is can address the specific issues of each participant.

The key ingredients

- 6 x 1 day workshops if delivered face to face over 6 months. Remotely, the programme will be split into 12 x 3.5-hour sessions over 6 months.
- Comprehensive course folder.
- Work-based developmental project.
- Inspiring guest speakers.
- A support system, for example, coaching partners and/or mentors.
- Mentoring support appropriate to aspirations and career goals.
- Self-managed action learning sets/coaching groups.
- Emotional Intelligence self-assessment and coaching.
- Self-nomination.

BENEFITS

For participants:

- Will develop a strong attitude of self-belief and a positive mind set.
- Employ creative techniques and thinking to enrich their contribution at work.
- Experience the power of cross-organisation mentoring.
- Evaluate and fine-tune their corporate visibility and image.
- Question and revise mind sets around risk taking.
- Assess and practise powerful communication styles which enhance their personal brand.
- Facilitate the learning and development of peers through action learning or peer coaching.
- Balance risk, opportunity and challenge in setting future goals.
- Identify strategies to nurture their inner resources and maintain their life's equilibrium.
- Capitalise on the evidence of skills, competencies and potential provided by previous high points in their work and personal lives.

For your organisation:

- Create a global cohort of women committed to their development and advancement inside the organisation.
- Take positive action to counterbalance the lack of women at very senior levels.
- Gain benefits from a more diverse group of dedicated senior staff.
- Encourage talented women to be more career focused.

- Import best practice and new ideas gleaned through networking.
- Wide impact through developing strong cross-organisation networks.
- Increase the skill set and range of creative thinking at senior levels.
- Build a diverse talent pipeline.
- Capitalise on home-grown talent, thereby decreasing senior recruitment costs.
- Enable the organisation to meet its objectives.

SESSIONS & STATISTICS

Sessions Covered in Development Plus Include:-

- Your personal development challenge
- The future – going places & visualisation
- Communication styles – across gender and culture
- The challenge of organisational culture
- Developing your self-efficiancy
- Building your personal resilience
- Your personal drivers and motivators
- Applying assertiveness to our real situations
- Gaining support for your visions of the future
- Exploring and promoting your personal brand

DEVELOPMENT PLUS BUILDS ON THE EXISTING EXPERIENCE AND SKILLS OF THE PARTICIPANTS.

Evaluation data tells us that:

Self-perception of leadership/senior management potential

Pre course	61%
Post course	79%

Self-recognition of management strengths

Pre course	50%
Post course	100%

Ability to better communicate at all levels

Pre course	67%
Post course	100%

Increased emotional intelligence

Pre course	68%
Post course	90%

Increased confidence

Pre course	50%
Post course	80%

Better work life balance

Pre course	44%
Post course	60%

WHAT PARTICIPANTS HAD TO SAY AFTER ATTENDING DEVELOPMENT PLUS: -

"I found the course stimulating and helpful; it provided me with both practical tools and some conceptual models to help my development. The access to coaching was a really helpful element of the course as was the modular structure. I warmly recommend it to others."

"It enhanced awareness of myself in my professional and personal life. I will now dare to do things that were hidden inside of me. I feel much more confident!"

"Development Plus made me action what I needed to action, I am now more proactive about what I want to achieve."

"Following on from this programme I now have more direction, focus and energy with the confidence to challenge existing thoughts and barriers and set new goals. The opportunity to hear from inspirational women, their experiences and the path they have taken provides an interesting dimension, as does time to re-engage with self (and in a business context) within a supportive group environment.

It has opened my eyes to new possibilities I had previously either never considered or never thought would be possible. Could I have done this without the course – possibly; would I have done this without the course – very unlikely!

Six months on I have transformed one team through my work based project, I am studying for a Senior Leaders Master's degree through the apprenticeship programme – who thought I'd be achieving all of this, and more, a year ago?"

2019 Development Plus participant

"South Gloucestershire Council has been working with Springboard Consultancy for the last few years to deliver the Development Plus programme for senior women. Working with public sector partner agencies three cohorts of women from middle management posts have successfully completed the programmes, reporting enhanced capabilities across a range of fundamental skill and behavioural areas such as increased confidence, ability to cope with change and enhanced leadership abilities to mention a few.

The programme has served as a catalyst for promotions and postgraduate studies, with women reporting a heightened sense of purpose and self-direction continuing afterwards.

Encouraged by the successes of these women we are now working to offer Development Plus to a fourth cohort of women, continuing the focus on senior women's development across the local authority and partners."

HR Workforce Development
South Gloucestershire Council

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