



In-house Graduate Development Programmes
From the Results Driven Group

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Graduate Development Open Programme

Introduction

The Results Driven Group (RDG) Graduate Development – In-house Programme, allows graduates who are in organisations who have a small/large intake of graduates to attend a corporate graduate development programme

How do we achieve this...

They will start their journey from the transition from academia to the world of work by taking part in our in-house graduate development programme with fellow graduates from their business

At RDG, we train in the region of 2000 managers a year from across all sectors in a whole range of different management and leadership development programmes, we use our expertise from over the last 20 years of doing this to ensure that your graduates are prepared for a successful career with you

This programme is experiential in nature and is delivered at our site in the Lake District as well as onsite in the workplace



The benefits of using RDG to develop your graduates are as follows:

Turning your graduates into high performing team members back in the workplace post course

This programme will improve graduate retention and will help recruit your graduates of the future by having a robust graduate development programme in place

Ensure that your graduates have a fully rounded skills sets for use back in the workplace post programme

Have graduates that are commercially aware and have the correct interpersonal skills to be able to engage fully with colleagues at a professional level

Graduates will take personal responsibility for their careers and their progression

Entry requirements

There are no formal entry requirements, but learners must be in a position to meet the assessment demands - using their workplace as the basis for assignments.

The course is designed for graduates who have to succeed in business

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Each graduate will have a bespoke graduate development solution constructed for them, as we have a pre programme discussion with the graduate and the sponsor within the business so that the focus of their work based project concentrates on the correct development areas that will enhance the graduate's development as part of the programme

Performance Coach / Mentor Allocation

As part of the programme each graduate is allocated their own performance coach/mentor who will ensure that they are fully supported when back in the business working on their work based project (we provide the correct development for the performance/coach mentor as part of the programme)



Assessment Structure

Attendance at the taught sessions, the satisfactory completion of a work based business improvement project following a recognised problem solving methodology (depends on which business sector you work in) and the completion of a 2500 word assignment on how they have used and developed their leadership and interpersonal skills in attending the taught aspect of the programme

The ILM Level 5 Award in Leadership

Each graduate will have to undertake the ILM Level 5 Award in Leadership as part of the programme and will have the opportunity to manage and lead people as part of their work based improvement projects

This will give them a recognised qualification in leadership at degree level which will enhance their development for their role back in the workplace

Graduate development programme ROI for the graduate and the employer

When it comes to the development of individuals it is important to consider the two aspects of growth that we need to focus to ensure that the graduate comes out of the other side of the development programme with a fully rounded skill set

The first area of improvement needs to be around behavioural change, therefore by measuring the correct behaviours pre and post course in the graduate will ensure that the development is focused at an individual level

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The second area for development needs to be around performance improvement which is why the graduates are set a work based improvement project as part of the programme, we ensure that these projects are properly benchmarked at the outset of the programme

The results driven pre programme behavioural skills assessments

Each delegate will undertake a range of results driven skills 180° skills assessments with their line manager precourse around the following areas to assess their capability against the following behaviours:

Communication skills

- Empathising
- Receiving
- Clarifying
- Understanding
- Reading non-verbal clues
- Feedback giving and receiving
- Transmitting your message

Creativity and Innovation

- Creative consciousness
- Levels of curiosity
- Pattern-breaking skills
- Idea-nurturing ability
- Willingness to experiment and take risks
- Courage and resilience levels
- Energetic persistence

Team Working

- Vision & direction
- Value alignment
- Role clarity
- Setting ground rules
- Performance systems
- Continuous learning
- Boundary management



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Goal setting

Direction and target setting
Planning and organising
Measurement and milestones
Communication and engagement
Motivation and commitment
Results focus
Leadership



Once we have collated the results of the assessments we will then feedback to you on the capability of individual at the outset of the programme with the identified area(s) of individual development needed to be successful going forwards

The same assessments are then conducted 6 months post course where we can then measure the behavioural change in the graduates as a result of the programme

Pre module one work

Pre-course Work

What you need to do in advance

It would be helpful when you come to the first session if you have;

- 1) An idea of the problem that you might be considering (or a selection of problems that need to be solved if you have more than one!),
- 2) Identified a sponsor/champion, and having spoken to your sponsor/champion about the problem you are thinking of solving as part of your project.

Your sponsor should be someone who will be able to provide you with support to make any necessary changes; champion your project within the organisation and assist you in removing any barriers to completing your project.

Module one

The first phase of this project is to attend a two day development assessment centre on site where the graduates will cover the following content as an introduction to the programme:

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Day one – expectation management and commercial reality

Programme introduction

Our expectations of you over the life of your graduate development programme

What you can expect from us and your employer

How commercially aware are we – business simulation exercise, this is where the graduates are split into teams and have to set up their own business as teams and run them against the competition (other groups of delegates) and see which team wins

Commercial Reality

'The facts'

Overview

We will introduce you to the world of the Private Sector and show you how to run your own business through a results driven business simulation challenge.

You will have to make decisions based around profit and loss, marketing and product development.

Topic areas:

Analyse basic business data

Work as a management team

Define their target market and satisfy its needs

Analyse the competition

Make logical business decisions

The importance of advertising, pricing and margins



Day 2 – Graduate development programme ROI benchmarking day

Group behavioural skills assessment coaching supervision around the core skills needed to be successful on the programme:

Communication

Creativity and innovation

Team working

Goal setting

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Developing the skills of evidence based decision making in the business environment are critical if you are to be successful in the role going forwards, learning how to challenge decisions from every angle is explored here

Action learning sets

Critical business decision making

Action Learning Sets (ALS) and Return on Investment

Ensuring you take the correct approach to delivering your project back in the workplace

3Cs ending and next steps

Module two – Graduate Development – Core Interpersonal Skills

5 day residential at our centre in Keswick, Cumbria, this part of the programme takes place one month after module one

This is where we take the team offsite for 5 days and develop their, team working, interpersonal, leadership and problem solving skills with a variety of practical experiential activities, using nature as a metaphor for learning

Day 3 – Developmental leadership

This module explores the skills needed to be able to engage the team through the correct use of motivation and coaching as a development medium and the tools needed to be an effective manager/leader back in your organisation post-course

Programme content

Motivation

Motivation skills assessment

What motivates you at work?

10 factors affecting motivation

The path goal theory

How to put a motivation strategy in place for my Team

Interactive teambuilding on the shores of Derwent Water

Coaching/Mentoring

Coaching theory



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How to give developmental feedback

The IGROW model of coaching theory

Coaching role play using IGROW

The rule of 3

Coaching role play using the rule of 3

The STOP tool

How to adopt a developmental style of leadership

Master Chef Challenge

Day 4 – Transformational management and leadership

The need to be able to understand the intricacies of management and leadership are explored and demonstrated here and a combination of leading edge theory and practical tools are used to develop your understanding of management and leadership and its different contexts further

Programme content

Interactive teambuilding around Keswick

How to deal with barrier management

Turning followers into leaders

Think it – Believe it – Do it!

Metabolic management

Leadership styles

John Adair's 3 circles model

Situational leadership theory

Situational leadership practical

Interactive teambuilding around core leadership skills – crossing rivers and climbing mountains

Day 5 – Building excellent working relationships

The importance of being able to develop effective working relationships and 'get people onside' is critical if you are to perform at your best in the work environment. The skills of being able to analyse personalities is explored along with how to use the correct communication style when communicating at every level.



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Programme content

The rapport model

How to use the rapport model to influence decisions

Influencing individuals

Using influence to get people onside

Interactive teambuilding around core
the use of communication skills –
business simulation challenge

Social styles communication skills
excellence

Why look at social styles?

Understanding the basic types

Self assessment

Assessment of others

The needs of each style

Ready steady cook challenge

Day 6 – Using creativity and innovation to develop an accountable high performing team

Having the ability to be able to work in a team and use creativity and innovation on a day to day basis are key to success, underpin it with attitude and accountability and you will not be far off...😊

Programme content

Working in a group or team – the core skills needed

Using Belbin team types as an enabler for team working/development

Using creative problem solving to aid the team development process

Developing an above the line accountability skills set to develop a high performing team

Developing an accountable team

Interactive teambuilding around core the use of team working / creative problem solving skills



Day 7 – Using Emotional Intelligence to aid performance

Emotional intelligence (EI) is the ability to identify, assess, and control the emotions of oneself, of others, and of groups, so developing the core skills of emotional intelligence will enable you to act in the correct way when different situations arise in the workplace

Programme content

What is emotional intelligence and the connection between behaviour, feelings, and performance?

How emotions are an integral part of everyone's work experience and are significantly influenced by you and the rest of the team

How emotions impact on productivity and quality

Explore how and why you should find reasons to express gratitude in order to influence and develop cooperation in the workplace

How you identify your emotions in the workplace and the impact this has on your team

Develop guidelines for expressing emotions that contribute to the overall productivity and quality of the team

Introduce the process of you as a self-coach in the development of your own EI

ILM L5 Award in Leadership & Management Skills Assignment overview

Next steps...

Action learning set project group post course

In between day 7 & 8

Internal performance coaching

This is when the line managers of the Graduates will undertake a 1-1 performance coaching session with them once per month over the 6 month period to build the confidence of the graduates prior to their ROI presentation day

Action learning set group meetings once per month (via telecom or face to face) for 6 months post course

The group comes back together for an action learning set meeting once per month to work on their business improvement projects facilitated by themselves

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Day 8 – Return on Investment / Action Learning Set presentation day

This is where the team present back on their achievements over the life cycle of the programme and where we can measure the bottom line impact for each Graduate six months post course,

Post programme skills assessment

This is where we assess each graduate again post course and measure the behavioural change of each delegate over the previous 6 months and measure the distance travelled and report back to you on the progress achieved

Support during the course

All delegates will be offered support to complete their chosen improvement project through email and telephone support

Online learning material

Each delegate will have access to these as part of the programme through the Results Driven Group Learning Portal

The Cost

The programme cost including, programme delivery, registration, accreditation and certification is £2890 + VAT per graduate