

Newsletter

June 2011

Welcome to our second GSC Newsletter! Where has the time gone – I cannot believe that we are already half way through our second year and thoroughly enjoying the interaction with many familiar client faces and some fabulous new ones. So thank you for your kind and continued support.....

General Update

Our list of clients continues to grow and includes the return of Cotswold Archaeology where we have recently developed and delivered a Performance Management programme.

We have also delivered a series of new sales workshops for Bovis Homes, who are continuing to increase their newbuild capacity in the South West. James Owers, GSC Trainer, received great feedback and in addition has been nominated for the ISMM 2011 Sales Trainer of the Year. We are keeping our fingers crossed ! (Well done James).

AgustaWestland Helicopters recently re-launched their Leading Edge Programmes and we are delighted to have added to the portfolio we deliver which now includes:-

- Managing Stakeholders
- Strategic Thinking
- The Modern Business Environment
- Finance for Non Financial Managers
- Customer Service

360 Gets Busier !

Our On-Line 360° Review Tool set has certainly kept Maz busy ! With Highlands & Islands, Ordnance Survey Clyde Union, Kohler and EDF all gaining great benefit.

EDF who initially looked at the 360 system for their Excellence Leadership Programme, have now included it for their Nuclear Leadership Foundation Programme. With participating cohorts completing this twice each, both pre and post programme delivery, this will entail carrying out a mammoth 600 '360' reviews keeping the team busy with all that's involved from briefing and input through to production.

Russell Coles EDF/British Energy commented "360 assessments need to be very carefully managed and GSC offered first class support at all times. Our 360 foci always felt that the data generated was always confidential and totally trusted both the process and the system."

GSC look forward to a long and lasting partnership with Russell and his team.

Apprentice Programme Spot On

It is encouraging to see that companies are still continuing to employ and develop their apprentices even though the economic climate is still not as favourable as it used to be. GSC were delighted to be appointed to deliver the Kohler Mira 2011 Apprentice 4 day programme. The programme which challenges individuals both physically and emotionally incorporated a range of trust exercises, communication, leadership, problem solving exercises, and planning skills. The event also saw the apprentices take on an evening rescue exercise and an overnight expedition which included community based challenges.

Feedback from the apprentices included:-

" I didn't feel like I wanted to head home"
" Just keep doing the same things and it will always be a success"

With the Apprentice TV programme currently live, even Lord Alan Sugar would have been impressed !

Paul Batty
Course Director

Ian Burton
Support Tutor



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New member of the Team! Genia Prosser

We are delighted to announce the arrival of new team member Genia Prosser, Accounts Manager. Genia comes to us with a wealth of experience in accountancy matters and credit control and will be a great asset to the team. She's really getting her teeth into the new system and is enjoying being part of this young & vibrant company! Genia's only issue is being camera shy however we are working on this !

CIPD Event - Clare Mayall – Date for your diary.....



Date: Wednesday 15th June 2011

Time: 2.00pm-4.30pm

Location: Brockworth Court

We are pleased to announce that CIPD have asked GSC to run an event from our conference facilities in Brockworth.

The guest speaker is our very own Clare Mayall (featured Trainer for our next newsletter). Clare will be talking about Emotional Intelligence and how it effects performance within the workplace. It is a great opportunity to see Clare in action & check out our conference facilities.

For further information & to book your place please click on the link below (open to members & non members):

http://www.cipd.co.uk/branch/gloucester/_events/gloucestershire-20110611-EI.htm

If after seeing Clare in action you feel we could add value to your Senior Leaders we may be able to use matched funding to help! See opposite for details.

Leadership Grants Available – Can we help ?

If you run a business or social enterprise in England that employs between 2 and 249 people and has the potential for fast or high growth, you can get matched funding of up to **£1000** to develop your leadership and management skills.

Part of the Government's Growth and Innovation Fund, the Leadership and Management Advisory Service (LMAS) supports development of the leadership and management skills of senior leaders to enable them to fully engage with, and therefore optimise the contribution of their workforce.

The funding allows a specialist advisor to work with a senior leader to:

- Identify their leadership and management skills needs via a free diagnostic
- Create a personal development plan to specify the development leader will undertake to maximise employee contribution to business growth potential
- Offer a grant of up to £1,000 (which must be match funded in full by the organisation) against the cost of undertaking one or more of the leadership and management development activities identified on the plan
- Review the impact of the personal development and offer additional support in embedding learning in the culture of the organisation

The funding can be used towards a range of GSC's training courses listed below and many more:

360 Personal Review
Executive Coaching
Strategic Thinking
Emotional Intelligence
Financial planning and management
Customer service
Managing people
Communication skills

If you are interested in applying, or would like to discuss how we might help, please contact:-

gilly@gsconsultancy.net