

Grow Skills



Higher Performing
Workplaces



European Union
European
Social Fund

Higher Performing Workplaces

The training programmes offered through Higher Performing Workplaces (HPW) are designed to help SMEs grow by developing internal talent.

Want to grow? Choose your category:



Export and Innovation

These programmes are designed to increase in-house skills and knowledge to access new domestic and international markets to drive export.



Empowering Leaders

A range of courses developed to nurture and progress leadership skills with specific interventions to support female employees to narrow the gender gap in leadership positions.



Innovative Working

Training courses that can help individuals to drive working and employment practices that wrap around operational and employee demands.



Effective Human Resources

Training will help individuals to use effective HR practices to support succession planning and encourage workplace diversity and improve workplace cultures.

Eligible businesses

Higher Performing Workplaces provides an enhanced offer to The Skills Service and is for employees of an eligible business.

To be eligible:

- the business must be based in one of the following districts: Bradford, Calderdale, Craven, Harrogate, Kirklees, Leeds, Selby, Wakefield or York.
- the business needs to be an SME: employ fewer than 250 full time equivalent staff and have an annual turnover not exceeding €50 million.

This project focuses on, but is not limited to the following sectors: Creative, Digital, Finance, Business, Hospitality, Tourism, Low Carbon, Construction, Manufacturing, Engineering, Medical Technology, Transport and Logistics.

Funding

Higher Performing Workplaces is funded by the European Social Fund (ESF) and managed by the West Yorkshire Consortium of Colleges. This means that businesses can receive 40% ESF funding towards the cost of any HPW training.

Coaching add-on

Individuals who are accessing training through HPW will be able to access coaching from a selection of coaches contracted by WYCC. This coaching should support individuals to embed the learning into the work of the business and is also eligible for 40% ESF funding.





To access the coaching, the business/individual will be offered a choice of online coaching profiles to search and choose from. WYCC will help facilitate the booking of the coaching.





Project Impact

The aim of this ESF project is to complement the skills projects and plans already underway in the region. The project should specifically contribute to:

- Improving staff motivation, leadership, communication and teamwork.
- Increasing staff retention.
- Supporting with longer-term skills planning to help realise business ambitions, diversification, new products, markets or expansion.
- Enhancing employee involvement and commitment to the company.
- Ensuring higher levels of financial performance by SME employers.
- Enhancing and enabling business strategy and operational planning to achieve growth.
- Promoting high levels of females in leadership positions.

Find your providers

Training Provider	 Export and Innovation	 Innovative Working	 Empowering Leaders	 Effective HR	Page No
Brook Corporate Developments	●	●	●	●	14-15
Business Horsepower			●		16-17
Calderdale College		●	●	●	6-7
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Training Provider	 Export and Innovation	 Innovative Working	 Empowering Leaders	 Effective HR	Page No
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We are IVE Ltd		●			42-43
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Calderdale College

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“Through our dedicated employer facing team, Calderdale College can offer high-quality, tailored training to meet the needs of businesses across a range of sectors.

“With highly qualified and experienced staff, learners are motivated to achieve their potential and utilise their new skills to benefit the business.

”

“The college is very effective in identifying and meeting the skills needs of local employers, already working with around 3,000 businesses in the area to develop courses and deliver training that helps them grow.”

OUR HPW OFFER:



Innovative Working

- Commercial Awareness
- Innovation, Research and Development
- Creating and Enhancing Relationships
- Managing Change
- Motivational and Engagement Skills
- Developing Your Team
- Conflict Management



Effective Human Resources

- Introductory HR Management and Practice
- Fundamentals of Performance Management
- Practices and Principles of Effective Coaching and Mentoring
- Learning and Development / Planning, Delivery and Evaluation
- CIPD Level Three in Human Resources



Empowering Leaders

- Strategic Leadership and Management
- Self-Awareness, Wellbeing and Emotional Intelligence
- Time Management (including Workload and Stress Management)
- Effective Delegation
- Inspirational Leadership Programme
- Director Development Programme
- Ultimate Leadership Programme
- ILM Level Three Certificate in Leadership and Management
- ILM Level Four Certificate in Leadership and Management
- Strategic Leadership and Management
- Bespoke Leadership and Management Training
- APM Project Management



Luminate Education Group

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“The Luminate Education Group is one of the largest further education institutions in the country with more than 20,000 students studying specialist technical and vocational qualifications in campuses across the Leeds City Region.

“Working with over 1000 employer partners we are transforming the way we boost employer skills development, recognising the vital part we can play in supporting businesses

of all sizes by using our expertise in delivering training and development to employers in a huge range of industry sectors including leadership and management to business development and beyond.

“Our dedicated commercial training team specialise in understanding employer needs and creating flexible, bespoke and industry-recognised training to boost business growth and sustainability.”

”

OUR HPW OFFER:



Empowering Leaders

- CMI Level Three Managing Performance (unit)
- CMI Level Three Principles of Management and Leadership (unit)
- CMI Level Three Managing a Team to Achieve Results (unit)
- CMI Level Three Responding to Conflict in the workplace (unit)
- CMI Level Five Developing, Managing and Leading Individuals and Teams to Achieve Success (unit)



Effective Human Resources

- CIPD Level Three Managing Employee Relations (unit)
- CIPD Level Three Performance and Reward Management (unit)
- CIPD Level Five Employee Engagement (unit)
- CIPD Level Five Reward Management (unit)



Shipley College



"Here at Shipley College, we believe a talented workforce is the key to success. The college is situated in the UNSECO World Heritage Site of Saltaire, in the District of Bradford. The college offers education and training provision on campus, in community venues and on employer premises across the region.

"We value both the reputation we have built up for the quality of our training across

our business specialisms, and our working relationships with organisations of all sizes in the region.

"Our wide range of part-time courses and the professional knowledge of our staff continues to attract over 3,500 adult learners each year. Our students benefit from gaining new skills and insights, developing interests and social interaction."



OUR HPW OFFER:



Innovative Working

- Level Three Customer Service



Empowering Leaders

- Award in Team Leading Skills
- ILM Level Three Award in Leadership and Management
- ILM Level Five Award in Leadership and Management



Effective Human Resources

- Coaching and Mentoring Skills
- ILM Level Three Certificate in Effective Coaching and Mentoring



Wakefield College

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“Wakefield College is a large, general further education college based on two campuses in central Wakefield and Castleford.

“The college aims to promote social mobility and improve life chances by providing education and training opportunities for all. The college works with a range of local partners to contribute to the wider prosperity, economy and regeneration of the area.

“The college has a silver award in the Teaching Excellence Framework for higher education provision and QAA inspectors recognised

good practice in the involvement of employers and students in the development of significant projects that contribute to the higher education strategy.

“The college has a long history of providing high quality courses for those wishing to actively improve their careers and future prospects through professional development.

“Our enviable links with employers mean our courses are current and keep up to date with the rapidly changing business landscape, giving employers and learners a competitive edge.”

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OUR HPW OFFER:



Empowering Leaders

A range of Leadership and Management courses taken from the Chartered Management Institute suite of qualifications and units, and which can lead to Chartered Manager status. Courses can be tailored to meet the needs of the business and individual.

All courses can be undertaken remotely with tutor support, or face to face in classroom sessions at the college or in the workplace:

CMI Level Three Courses

- CMI Level Three Principles of Management and Leadership Award (single unit excluding units 307, 309 and 319)
- CMI Level Three Principles of Management and Leadership Award (two+ units)
- CMI Level Three Unit 307 - Developing the Knowledge, Skills and Abilities of Individuals and Teams (unit accreditation)
- CMI Level Three Unit 309 - Responding to Conflict in the Workplace (unit accreditation)
- CMI Level Three Unit 319 - Managing Meetings (unit accreditation)
- CMI Level Three Principles of Management and Leadership Certificate
- CMI Level Three Principles of Management and Leadership Diploma

Example of units that lead to CMI Level Three Principles of Management and Leadership (Award, Certificate and Diploma):

- Managing a Team to Achieve Results
- Supporting Teams and Individuals through Change
- Managing Budgets and Resources
- Contributing to the Delivery of a Project
- Managing Data and Information
- Principles of Communication in the Workplace

CMI Level Five Courses

- CMI Level Five Management and Leadership Award (single unit)
- CMI Level Five Management and Leadership Award (two+ units)
- CMI Level Five Management and Leadership Certificate
- CMI Level Five Management and Leadership Diploma

Example of units that lead to CMI Level Five Management and Leadership (Award, Certificate and Diploma):

- Managing Performance
- Managing Change
- Managing Risk
- Creating and Delivering Operational Plans
- Workforce Planning
- Principles of Innovation

BROOK

Corporate Developments
Business Improvement Specialists

Brook Corporate Developments

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“We enjoy helping businesses to develop, improve, grow and succeed.

“We can offer a sounding board for new ideas, challenging the thoughts of organisations’ decision makers; helping to develop their staff and also making the services that we offer more accessible by helping them to get financial support towards the costs through funding partners such as the West Yorkshire Consortium of Colleges.

“Our team of experts provide coaching, mentoring, skills training and advice

implementation services. Brook has worked with, helped and improved company efficiencies with in excess of 1,000 organisations across the UK with a specific emphasis on the Leeds City Region.

“Our 18 experts all have strong industrial and business experience. We can match individual business requirements in the context of workplace skills development to an individual who has knowledge and understanding of both the business nature and also the specialist skills to deliver this work.”

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OUR HPW OFFER:



Export and Innovation

- Export Fundamentals and Understanding
- Importing Fundamentals and Understanding
- Lean Tools and Techniques
- Understanding Financial Management Tools and Techniques



Empowering Leaders

- Giving Your Business Strategic Direction
- Materials Requirements Planning
- Customer Focus – Marketing Skills
- Business to Business Selling Skills
- Skills to Lead



Innovative Working

- Lean Office and Services
- Combined Strategy and ISO 9001:2015 Implementation
- ISO 9001:2015 Implementation
- Combined Management System Implementation
- Business Skills to Enhance Performance
- Workplace Enhancement for Increased Productivity



Effective Human Resources

- HR for Non HR Managers
- Workplace Wellbeing for Productivity



Business HorsePower

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“Our programmes are designed and co-created with clients so that they are tailored to the specific outcomes they desire. We use the DELTA model to achieve this:

“Phase one involves discovery and diagnostics whereby we spend time with the client to understand any challenges in the business and the outcomes they are seeking.

“In stage two we evaluate the current training in place and through a series of brain-storming meetings we co-create with the client the solution that best meets their needs. We consider the target audience, their

preferred method of learning and time commitments so that we can design a programme that delivers maximum impact and delivers lasting change.

“In stage three we lead the design and create the entire curriculum for the client based on stages one and two. Every programme is tailored to the client’s needs but typically will involve a mix of both experiential and classroom style learning, often involving action learning sets, co-coaching and mastermind sessions. We believe that for training to be memorable it must have an experiential component and be directly relatable to the business challenges.

“Stage four is the transformation stage where we deliver the training intervention. Typically we encourage some peer to peer sharing and networking, as well as some journaling to help the participants reflect on their journey.

“Stage five is the accelerate phase where we review the feedback from stage four and then refine and amend the programme for the next cohort.”

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OUR HPW OFFER:



Empowering Leaders

- SME Future Leaders Programme
- Women in Leadership
- Leading Through Change



DMM Training and Development Ltd



"DMM Training and Development has one employee, me, Diane Mason.

"I personally have 12 years' experience delivering personal, management and leadership training programmes to businesses.

"My business, reputation and continued relationships with existing and potential new clients is entirely reliant on the quality of the training I provide and the continued assessment of that offering. Regular calls/

meetings are held to gain feedback from both the employer and the participant.

"The main underlying theme of any training I provide to any learner is on building strong trusting relationships, which is the basis for any business.

"Therefore I take pride in establishing a solid trusting relationship with all my clients. I have a strong work ethic which is centred on my own personal Joy Value Profit triangle and integrity. Any challenges

encountered would be immediately communicated to clients, to find the best solution. My clients have one point of contact, which is me.

"I am continually reviewing my own skills and where appropriate, training is undertaken to retain / enhance my skill set and ensure my product is up to date and relevant. Outputs will be assessed to ensure the delivery is appropriate for the participants' needs."



OUR HPW OFFER:



Empowering Leaders

- Management into Leadership Development Programme
- Management Development Programme
- The Open Personal Leadership Development Programme
- Personal Leadership Development Programme



Harrogate Business Advisors



"Harrogate Business Advisors Limited has worked with and trained SMEs in ways to increase their growth through export and innovation. The programmes are put together to maximise profit from existing markets and break into new markets.

"Peter Dickinson, the Director who will be delivering the programme had 30 years in international business before starting Harrogate Business Advisors Limited

in 2005. All of that corporate experience was brought into play to help local small business owners to achieve their growth aspirations.

"The focus over the past twelve years has been to deliver services to clients that help them improve their business with innovation and steering them to either consider export or to help them build an export channel.

"Also available to deliver on this programme is Associate Jeff Long. Jeff has a background in Export Sales and has been providing small business owners advice and guidance since 2008.

"Peter is a member of the Institute for Independent Business and a thought leader in the International Sales Management group, whilst Jeff is a Certified International Trade Advisor.

"Knowing small businesses and their challenges, Peter understands the issues that will be faced during the first stage of this programme and the client's subsequent implementation. The methodology behind the approach proposed here is to quickly get to the heart of the problem using diagnostic skills and then to quickly provide an innovative solution that tackles that problem."



OUR HPW OFFER:



Export and Innovation

- High Performing Workplaces



Innovate Now Ltd

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“At Innovate Now we pride ourselves on delivering a quality learning experience. Innovate Now has delivered business support to individuals and companies within the Leeds City Region for over 10 years.

“We understand how training works and how to design and deliver programmes that make a difference. Our in-house bespoke training is a highly flexible, cost and time effective way to get the maximum return on leadership and management development investment.

“Our approach ensures learners share the client’s business goals and deliver increased productivity:

- We meet with the client to explore their specific needs, discuss potential approaches and solutions.
- We focus on identifying the desired impact and overarching objective of the programme along with an approach for measuring and evaluating success. We then work closely with the client to design a tailored solution.
- We then tailor a programme based on the findings. This bespoke development solution aligns with the specific organisational strategy and development objectives.
- We coordinate all aspects of delivery, logistics and attendee communications. Our team

deliver a programme around the client’s existing organisational commitments.

- We work with the client to agree what success looks like and evaluate our own performance and the impact of our intervention against the learning objectives.

“Innovate Now’s team have extensive experience in business across a wide range of sectors and levels. The individual members have general business and leadership training and coaching experience but also have specific skill sets within particular industry sectors.”

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OUR HPW OFFER:



Empowering Leaders

- Creative Leadership for the 21st Century
- Strategic Visioning and Growth Planning for Leaders



Investors in Excellence

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“Investors in Excellence (IiE) helps forward-thinking organisations to establish a high-performing culture that enables them to achieve continuously-improving outcomes linked to their business objectives.

“We believe that training is all about developing and empowering people, not just giving them skills and knowledge.

“Our practical, flexible solutions, training courses and evaluations improve all-round performance while retaining a sharp focus on customers and what matters most.

“IiE is focused on opening new doors to excellence and improvement. Partnering a business’s desire to learn and our team’s passion for transferring lasting knowledge is a winning combination that will inform, inspire and energise a business’s most valuable asset.

“The improvement tools and techniques learned in our programmes are practical and pragmatic and will provide lifelong capabilities to utilise in the long term.

“Our tailored programmes can enable businesses to:

- Grow the effectiveness of its people resources
- Manage, grow and share knowledge and best practice

- Develop future leaders and plans for succession
- Facilitate team-building and problem-solving
- Deliver capacity without increasing resources
- Achieve a higher-performing workplace

“We don’t stand still and nor do our clients – our programmes are progressive, enabling them to aim for and achieve new heights of performance.

“Delivery is via our Connected Excellence suite of programmes, tools and techniques and the IiE Standard, our unique improvement framework that provides a clear roadmap to achieve high performance.”

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OUR HPW OFFER:



Innovative Working

- ME (My Excellence) and Unlocking Potential



Empowering Leaders

- ME (My Excellence) and High Performing Leadership



Effective Human Resources

- ME (My Excellence) and Higher Performing Teams



Lattitude7

"We have experience of developing and delivering bespoke programmes to SMEs throughout the Leeds City Region for 20 years.

"We use a variety of learning methods and styles in our workshops that suit the client and their specific learning needs and outcomes. We use visual and graphical information and we help delegates to practically apply theories and models. We use written case studies, we have group discussions, we play relevant games, and

we have fun and learn at the same time. We develop action plans so that learning can be applied and embedded in the workplace.

"Our 16 associates are specialists in a variety of key areas so we can offer a broad scope of topics to clients. Our expertise is geared up to exceed client requirements. We regularly meet associates to see if their vision fits with Lattitude7 and to determine if any new skills have been acquired that we can offer clients to make a difference."

OUR HPW OFFER:



Export and Innovation

- Understanding and Introduction to Import and Export
- Commercial Awareness, Marketing, Purchase and Supply
- Finance, Supply Chain Management, Logistics and Distribution
- Tendering and Documentation, Business Culture



Empowering Leaders

- Emotionally Intelligent Leadership
- Embracing Change
- Beyond Empowerment
- The Three R's of Leadership (Relationships, Relationships, Relationships)



Innovative Working

- Managing and Improving Your Employee Relations
- Culture – it's how we do things round here!
- Dignity at Work
- Building Relationships Outside the Box



Effective Human Resources

- Bite Size HR in a Day
- Practical Performance Management
- Recruiting the Right Way
- Talent Management in Industry 4.0



Leeds Beckett University, Leeds Business School

OUR HPW OFFER:



Empowering Leaders

- Effective Mentoring in the Workplace
- Creating a High Performance Team Culture
- Handling Difficult Conversations
- Performance Management
- Managing Remote or Home Workers
- Engaging and Motivating your People / Team
- Coaching Skills in the Workplace
- Constructive Feedback
- Understanding Self
- Understanding Leadership
- Conflict Management
- Understanding Delegation
- Understand How to Establish an Effective Team
- Mental Toughness - Developing Your Resilience
- Situational Leadership
- Leading and Motivating a Team
- Problem Solving and Decision Making
- Understanding and Developing Relationships in the Workplace
- Understanding Innovation and Change
- Developing and Leading Teams
- Leading Innovation and Change
- Becoming an Emotionally Intelligent Leader
- IoD Certificate in Company Direction - Role of the Company Director and the Board
- IoD Certificate in Company Direction - Finance for Directors
- IoD Certificate in Company Direction - Strategy for Directors
- IoD Certificate in Company Direction - Leadership for Directors
- IoD Diploma in Company Direction - Developing Board Performance
- Effective First Line Manager - ILM Level Three Award in Leadership and Management
- Effective First Line Manager - ILM Level Three Certificate in Leadership and Management
- Effective First Line Manager - ILM Level Three Developmental in Leadership and Management
- Effective Middle Manager - ILM Level Five Award in Leadership and Management
- Effective Middle Manager - ILM Level Five Certificate in Leadership and Management
- Effective Middle Manager - ILM Level Five Developmental in Leadership and Management
- ILM Level Three Award in Effective Coaching
- ILM Level Five Certificate in Effective Coaching and Mentoring

“Leeds Business School at Leeds Beckett University offers a wide range of training and development services for local businesses through its Leadership and Management Practice Suite. Drawing together the skills and experience of both academic colleagues and professional practitioners, the Suite houses the university’s Executive Education provision and Leadership and Development programmes. The latter are offered through The Leadership Centre (TLC) who design programmes to meet the needs of all levels of management from any type of business background, including bespoke programmes tailored to addressing specific organisational requirements

such as effective leadership, change management and mental strength and resilience.

“Great care is taken at the design stage of developing programmes and an initial consultancy meeting is offered to understand the organisation’s vision and to determine what success would look like. This will inform the training needs analysis and once complete, a bespoke package is designed, with the option of adding a qualification to the programme. These can be linked to the accrediting bodies that the Centre is affiliated to, including the Institute of Leadership and Management (ILM). The resulting programme may

also include specific references to internal policies, procedures or practices related to the subject being taught. TLC has also been offering the Institute of Directors (IoD) Programme in Company Direction for over 25 years and is one of only five franchises in the UK outside of London.

“As part of our commitment to supporting enterprise and employment in the Leeds City Region, in 2016 LBS was recognised for its commitment to local businesses by receiving the Small Business Charter Award, underlining its support to the SME community in the Leeds City Region.”



Pro-Development (UK)

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“At Pro-Development, we’re passionate about providing development solutions which deliver outcomes that make a difference to you and your organisation. For that reason, we always work in partnership with you to ensure that you get exactly what you need.

“We deliver bespoke solutions which are based on getting to know you and your organisation.

“We always make a commitment to develop a full understanding of what is important to you, your business and the people within it.

“We will make suggestions about what possible solutions could look like that fit with the values and culture of your organisation.

“We will always listen to your feedback but will also share our experience so the right outcomes are delivered.

“We will evaluate everything we do to ensure it achieves the outcomes we set out at the start and is exactly what you need.

“At Pro-Development, we also believe that the best

solutions are the ones which are unique, memorable and where people enjoy the experience. Research shows that this kind of learning sticks with people and has longer term overall benefit to both the individual and the organisation. We don’t believe in doing “stuff” just to be different – we do believe that our sense of fun, energy and creativity along with a pragmatic approach, are the right mix to guarantee an enjoyable experience which focuses on achieving results. Most of all, we want our solutions to make a difference to you. We take pride in working with people, teams and organisations of any size and in any industry to enable them to grow and develop – that’s what makes a difference to us.”

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OUR HPW OFFER:



Innovative Working

- Creating High Performing Workplaces – Employee Engagement Programme
- Creating High Performing Workplaces – Employee Engagement Workshop
- Creating High Performing Workplaces through Talent and Succession Planning



Empowering Leaders

- Inspiring Leadership – Experiential Programme with Coaching
- Inspiring Leadership Programme with Action Learning Sets
- Inspiring the Best From Others – People Fundamentals Workshop
- Coaching to Inspire Empowering Leaders



Quantum Vantage

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“Quantum Vantage is a leading training and research organisation specialising in economic impact, business transformation and diversity. Our services provide transformational leadership skills (including emotional intelligence, innovation, creativity, decision making, coaching and mentoring) resulting in moving organisations forward through whatever changes, challenges or opportunities they may face.

“With over 125 years of expertise within our team, we are confident in our delivery of skills and SME research.

“Our team has extensive combined experience researching and understanding the skills needs of SMEs, diversity and women in the workforce. This includes delivering a range of public, private and third sector skills programmes, designing, managing and delivering bespoke women in business programmes across the UK, Northern Ireland and US.

“Our Founder Toni Eastwood OBE was previously Director of Talent for Yorkshire based FTSE 30 company, responsible for the implementation of talent strategies including a programme supporting women from shop floor to board level.

“The Diversity and Inclusion (D&I) programmes we have delivered range from leadership and the glass ceiling, developing women’s leadership, the female talent pipeline and inclusive recruitment.

“Toni has worked at ministerial level and within Government publishing some of the first research and developing strategies, around women’s enterprise, women in the workforce and social inclusion. This work led to Toni receiving her OBE in 2007 for services to equal opportunities.”

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OUR HPW OFFER:



Empowering Leaders

- Visionary Women
- Future Female Leader Programme



Sport and Activity Professionals

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“We meet with clients prior to training to clearly define learning outcomes to establish desired impacts. Skills gaps are identified via a training needs analysis with each of the participants, determining which modules are chosen for learning. Participants are asked what they want to achieve. From this information, we determine how to pitch the training to suit the participants needs and their individual learning styles to design the training accordingly.”

“It’s important to understand the key drivers for the training, in order to design the training to suit. Often

employers aren’t specifically looking for training but more looking to solve challenges so we work with the employers to explain that up-skilling themselves and their staff through training is a very effective way of resolving these challenges and grow their businesses in the medium to long-term.

“Training is therefore aligned to the goals and strategy of the business and in conjunction with the needs of the participants - in terms of what they want to get out of it and how it will help them progress within the organisation personally and professionally.”

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OUR HPW OFFER:



Empowering Leaders

- Strategy, Planning and Goal-Setting in Leadership
- Time Management and Prioritisation in Management
- Delegation and Planning/Allocating Work to Your Team
- Negotiation Skills Needed in Management
- Developing a High Performance Culture in Your Organisation
- Using Coaching and Mentoring Skills in Management
- Managing Entrepreneurial Practice in Organisations
- Key Principles of Good Communication in Management
- Management of Key Accounts and Leading on Customer Service
- Top Tips for Managing a Business in the Hospitality and Tourism Sector



The Centre for Management and Business Development Limited

OUR HPW OFFER:



Export and Innovation

- The International Trade Programme



Innovative Working

- The Operational Excellence Programme



Empowering Leaders

- CMI Level Five Award in Leadership and Management Programme
- Level Five Leadership and Management Programme
- CMI Level Seven Award in Strategic Leadership and Management Programme
- Level Seven Strategic Leadership and Management Programme



Effective Human Resources

- CMI Level Five Award in Coaching and Mentoring
- Level Five Coaching and Mentoring
- HR for First Line Managers

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“CMBD was established in 2003 to deliver a large SME business support programme. Over the last 16 years the support programme has continually evolved to keep the learning fresh, engaging and relevant.

“Our training, which is experiential, focuses on creating awareness and then providing the skills and tools to progress or overcome the challenges businesses face. The experiential training environment also gives participants the opportunity to try out the learning in a safe environment, this serves to both demonstrate and enforce the value of the learning and

provide participants with increased confidence to use the learning back in the workplace.

“In terms of individual training design, CMBD is a small company that provides a wide range of training solutions through a large pool of specialist independent trainers many of whom are practitioners of their specialist subject in their own practices.

“All workshop and programmes have clearly defined learning outcomes which are shared with learners and companies when they enquire about a course, for

in-house provision these are almost always altered in some way to accommodate the company’s particular challenges or working practices.

“The trainer liaises with the client and agrees both lesson plan and learning outcomes prior to actual training takes place. The use of specialist practitioners as trainers is particularly useful in this regard because clients are not always sure what they need and the trainer is able to offer expert and up to date guidance.”

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University of
HUDDERSFIELD
Inspiring global professionals

University of Huddersfield

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“At the University of Huddersfield, we draw insight and intelligence from business relationships with over 2,500 companies. We have research specialisms in the engineering and manufacturing sector, the rail industry, med-tech and healthcare, low carbon construction, chemicals, technical textiles and digital and media, so we align well to the Leeds City Region priority sectors.

“The University’s 3M Buckley Innovation Centre (3M BIC) hosts over 70 businesses, graduate start-ups and virtual members forming an innovation community

of high tech, knowledge rich firms accessing R&D support, talent and business support. This gives us immediate access to the challenges and opportunities facing these growing firms in the industries of the future.

“Our Business Growth and Productivity Service is the primary interface for Manufacturing, Engineering and Supply Chain companies and the University. The team offer a diagnostic process, signposting businesses to appropriate provision. The team runs a Business Support for the Manufacturing/Engineering sector

through LCR LEP Supply Chain Program and the Northern Powerhouse Supply Chain Pilot. The team has engaged around 200 manufacturing businesses this year across the programmes.

“Focusing specifically on our involvement with SMEs, we pride ourselves in our relationships with local businesses. Many of our business relationships stem from our very successful alumni, our award-winning placement team and a plethora of research projects with active involvement of companies to drive home the importance of our research having impact.”

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OUR HPW OFFER:



Innovative Working

- DREAM – (Driving Innovation, Resolving Conflict, Encouraging Equality, Advancing Wellbeing, Managing Relations)



Empowering Leaders

- Empowering Leadership: Maximising Leader Effectiveness in a World of Dynamism



Effective Human Resources

- Strategies for Building Effective Human Resources
- Developing the Workplace We Need for Today and Tomorrow: A HR Perspective on Achieving SME Business Goals



University of Leeds Leeds University Business School



"The University of Leeds is a leading research University and we use our research capabilities to underpin all of our programmes.

"In 2010, Leeds University Business School (LUBS) was contracted by Goldman Sachs to create and deliver a Small Business Growth Programme for the Yorkshire and Humber Region. In partnership with Said Business School (Oxford University), we developed an innovative programme that consistently delivers impactful results to the businesses that qualified.

"We used specialist knowledge developed by Professor Richard Thorpe and Professor Nigel Lockett, as well as many other leading academics in the field of entrepreneurship, to create a world leading programme that helped the business owners develop their very own tailored Business Growth Plan.

"We have continued to build on this knowledge, our continued research and feedback to be the lead provider of Phase two of the National Programme and to-date have seen an additional 620 high-growth small businesses complete the programme.

"From our continued research and the feedback received from over 1,500 SME's across the UK we have designed and developed the SME Future Leaders programme in order to assist the Business Owners to achieve their strategic objectives.

"We work with senior management teams in order to give them the business knowledge and the necessary tools to enable the team to develop an operational plan. We then develop the team's communication and leadership skills in order to implement the plan within the business."



OUR HPW OFFER:



Empowering Leaders

- SME Future Leaders Programme



We Are IVE Ltd

“

“IVE is a progressive training company that places human creativity at the heart of business productivity and innovation. We offer training programmes focused on building creative capacity to companies worldwide. We help businesses of all sizes and types implement and manage change within their organisations by developing creatively resilient teams.

“We have been at the cutting edge of creativity policy

and creative learning for more than 20 years, using innovative approaches to grow creative, future ready leaders through tailored, experiential and reflective training and that instils self-leadership capacity within each participant, and equip them with the skills they need to be effective and resilient in uncertain times.

“Our approach in this programme focuses on using play and creative challenges in order to unpick

roles, build collaborative routines and analyse the behaviours that are crucial to be effective in a team. In so doing we help people start to ‘think outside the box’, make new discoveries and open minds to ‘what if?’, ‘how can we...?’ and ‘let’s try this’. It is also built upon wide ranging evidence from our research into the impact of creativity on learning.”

”

OUR HPW OFFER:



Innovative Working

- Building Creative Capacity in the Workplace



WISE CIC

“WISE Campaign C.I.C is a business-to-business membership organisation that empowers companies to increase the participation, contribution and success of women in science, technology, engineering and manufacturing (STEM), through business-led initiatives and tailored consultancy.

“WISE is experienced in successfully designing and delivering leadership programmes. WISE also designed a toolkit for wider use across the Leeds City Region area that supported employers to address

unconscious bias, promote equality of opportunity and affect wider cultural changes at an organisational level, which will aim to improve the recruitment, selection and professional development of female employees. The toolkit was informed by existing research and good practice but will be tailored to the needs of local employers.

“WISE has 21 staff, two associates and a Board of nine members. We are also supported by a 21-strong team of Ambassadors, who are an established

network of influential and diverse women working in STEM at high-ranking levels. Additionally, the WISE Young Professionals’ Board, which comprises 12 exceptional young individuals working in STEM aged under 30 at WISE member organisations, inform strategy and provide insight.

“WISE is a sustainable, independent social enterprise that has grown significantly in recent years.”

OUR HPW OFFER:



Innovative Working

- Ten Steps Workshop
- Introduction to Diversity and Ten Steps for SMEs



Empowering Leaders

- Women Leadership Training

West Yorkshire Consortium of Colleges - about us

The West Yorkshire Consortium of Colleges (WYCC) operates on behalf of seven Further Education Colleges in West Yorkshire. We are 'The Colleges' Company'.

We bring businesses, organisations and training providers (beyond colleges) together to deliver workforce training and skills support, funded by the European Social Fund (ESF). These skills programmes contribute to the economic growth of the Leeds City Region, tackle social mobility and connect the education and business sectors.

Our member colleges are led by principals who are committed to transforming lives through learning. Together, they are united in their vision to address the region's skills needs and provide the sustainable, long-term solutions needed to boost the economy.

A long standing history of collaboration has already made an extensive contribution to assisting businesses to grow and had a significant impact on increasing individuals' skill levels across the region. This is strengthened by our 'Joint Venture' agreement which allows the West Yorkshire Consortium of Colleges to bid for funding on behalf of its colleges.

Managed by WYCC and working with the Leeds City Region Local Enterprise Partnership (LEP), this collaborative approach responds to the region's priority skills agenda using European Structural and Investment Funding (ESIF). As a collaborative organisation, we connect intelligence and demand with opportunity.

Find out more about all our projects

www.westyorkshirecolleges.co.uk

Find out more

For full course outlines on the programmes listed in this brochure see the Higher Performing Workplaces section of the West Yorkshire Consortium of Colleges website:

www.westyorkshirecolleges.co.uk

Enquire

If you are interested in discussing any of the courses, getting a quote, or booking onto a course, please get in touch with the West Yorkshire Consortium of Colleges:

skills@westyorkshirecolleges.ac.uk

0113 235 4460

www.westyorkshirecolleges.co.uk



Coaching

On completion of any Higher Performing Workplaces programme, participants will be sent a link to view an optional coaching offer, in order to help embed their learning into their business.

The West Yorkshire Consortium of Colleges has contracted 15 associate coaches who can be accessed with 40% funding as part of the HPW project.



Higher Performing
Workplaces



European Union
European
Social Fund

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