

# 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 businesses grow by developing internal talent.

**Want to grow? Choose your category:**



### Export and Innovation

*Includes: international trade, sales, finance, logistics, supply chain.*

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



### Empowering Leaders

*Includes: leadership, management, strategy, directorship, women into leadership.*

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

*Includes: working relationships, creativity, project management, lean, quality systems, procurement, health and safety, digital.*

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



### Effective Human Resources

*Includes: HR management skills, recruitment, wellbeing, coaching and mentoring, performance management.*

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

### Eligible businesses

To be eligible for funding, the business must be based in one of the following districts: Bradford, Calderdale, Craven, Harrogate, Kirklees, Leeds, Selby, Wakefield or York.

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

Individuals can access coaching from a selection of coaches contracted by WYCC. This coaching is also eligible for 40% ESF funding. Take a look at our choice of online coaching profiles, make an enquiry and WYCC will help facilitate the booking of the coach.

## Mentoring





Choose a WYCC Mentoring Associate and develop the skills you need to excel, with 40% funding and up to six mentoring sessions for each individual.





## 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
<a href="#">Birkwood Plant</a>			●		18-19
<a href="#">Brook Corporate Developments</a>	●	●	●	●	20-21
<a href="#">Business Horsepower</a>			●		22-23
<a href="#">Calderdale College</a>		●	●	●	6-7
<a href="#">DMM Training</a>			●		24-25
<a href="#">Harrogate Business Advisors</a>	●				26-27
<a href="#">Innovate Now Ltd</a>			●		28-29
<a href="#">Investors in Excellence</a>		●	●	●	30-31
<a href="#">Latitude7</a>	●	●	●	●	32-33
<a href="#">Leeds Beckett University, Leeds Business School</a>			●		34-35
<a href="#">Luminate Education Group</a>		●	●	●	8-11
<a href="#">Pro-Development (UK)</a>		●	●		36-37

Training Provider	 Export and Innovation	 Innovative Working	 Empowering Leaders	 Effective HR	Page No
<a href="#">QA Ltd</a>		●			38-39
<a href="#">Quantum Vantage</a>			●		40-41
<a href="#">Results Driven Group</a>	●	●	●	●	42-43
<a href="#">Selby College</a>		●	●	●	12-13
<a href="#">Shipley College</a>		●	●	●	14-15
<a href="#">Sport Activity Professionals</a>			●		44-45
<a href="#">The Centre for Management and Business Development</a>	●	●	●	●	46-47
<a href="#">The Electronics Group</a>		●			48-49
<a href="#">Total Support Training</a>			●		50-51
<a href="#">University of Huddersfield</a>		●	●	●	52-53
<a href="#">Wakefield College</a>		●	●	●	16-17
<a href="#">We are IVE Ltd</a>		●			54-55
<a href="#">Wine School of Excellence</a>		●			56-57



## 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.*

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*“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

- Creating and Enhancing Relationships
- Change Management
- Motivational and Engagement
- Conflict Management and Resolution
- Customer Service Ambassador



#### Effective Human Resources

- Human Resources Practice
- Introduction to Performance Management
- Introduction to Coaching and Mentoring
- Learning and Development in the Workplace



#### Empowering Leaders

- Strategic Leadership and Management
- Time Management
- Effective Delegation
- Inspirational Leadership 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 Qualification (PMQ)
- Personal Development – Taking Control



## 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)
- Management and Leadership CMI Level Five (Certificate/Diploma)
- Principles of Management and Leadership in an Organisational Context CMI Level Five Unit
- Developing, Managing and Leading Individuals and Teams to Achieve Success CMI Level Five Unit
- Managing Stakeholder Relationships CMI Level Five Unit
- Managing Projects CMI Level Five Unit,
- Managing Change CMI Level Five Unit
- Creating and Delivering Operational Plans CMI Level Five
- Managing Finance CMI Level Five Unit
- Principles of Management and Leadership CMI Level Three Diploma
- Strategic Management and Leadership CMI Level Seven

#### 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)
- CIPD Level Three (Certificate/Diploma) Human Resources Practice
- CIPD Level Three Unit Developing Yourself as an Effective HR Practitioner
- CIPD Level Three Unit Recording Analysing and Using Human Resource Information
- CIPD Level Three Unit Supporting Good Practice in Managing Employment Relations
- CIPD Level Three Unit Resourcing Talent
- CIPD Level Three Unit Supporting Good Practice in Performance and Reward
- CIPD Level Five Human Resource Management
- Business Issues and the Contexts of Human Resources
- CIPD Level Five Unit Using Information in Human Resources
- Employment Law
- CIPD Level Five Unit Contemporary Developments in Employment Relations
- CIPD Level Five Unit Managing and Co-ordinating the HR Function
- CIPD Level Three Certificate Learning and Development

## Our HPW offer:



### Innovative Working

- Managing Safely IOSH Certificate
- Fire Safety and Risk Management NEBOSH National Certificate
- Occupational Health and Safety NEBOSH National Certificate
- Construction Health and Safety NEBOSH National Certificate, Environmental Management NEBOSH Certificate
- Occupational Health and Safety NEBOSH National Diploma (Unit A)
- Occupational Health and Safety NEBOSH National Diploma (Unit B)
- Occupational Health and Safety NEBOSH National Diploma (Unit C)
- Occupational Health and Safety NEBOSH National Diploma (Unit DNI)
- Supervising Food Safety Highfield Level Three Award
- Managing Food Safety Highfield Level Four Award
- Accounting AAT Level Two Certificate
- Accounting AAT Level Three Diploma
- Accounting AAT Level Four Diploma
- Credit Management
- CICM Level Three Certificate
- Procurement and Supply CIPS Level Three Certificate
- Procurement and Supply CIPS Level Four Diploma
- Procurement and Supply CIPS Level Five Diploma
- Law and Practise CILEx Level Three Diploma
- Law and Practise CILEx Level Six Diploma
- Law and Practise CILEx Level Six Fast-Track Diploma
- Microsoft Excel Essentials
- Microsoft Excel Intermediate
- Microsoft Excel Advanced
- Microsoft Word Masterclass
- Microsoft PowerPoint Masterclass
- Microsoft Teams Masterclass



## Selby College

*"Selby College is a core hub for the development of skills in the local area. We are passionate about the support a college can bring to its community, it's local economy and its residents. As a hub we are keen to further support our work with local businesses to provide creative solutions, matching their aims and ideals to programmes of support.*

*We are proud of the support offered to businesses large and small, all delivered via a close working relationship between the colleges team, business decision makers and the candidates themselves. Our programmes are designed to be flexible, allowing a fit in and*

*around the important operations of a business, but supported by a coach who will keep candidates on track and focused toward the agreed goal. Programme lengths include single day sessions and longer blended learning offers, using digital resources supplemented by regular interaction with a named support coach.*

*We understand the pressures that businesses face and can tailor programme outputs to meet the needs of partner businesses. We firmly believe that investment in training should give maximum return and our programmes are designed to achieve that."*

### Our HPW offer:



#### Innovative Working

- Coaching and Mentoring to Support Business Improvement
- Customer Service
- Developing Business Innovation
- ICT for the Changing Workplace
- Lean Organisation Management Techniques
- Managing Business Challenges



#### Effective Human Resources

- Personal Development Planning



#### Empowering Leaders

- Progression to Team Leading
- Team Leading



## Shipleigh College



*"Here at Shipleigh 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.”*

”

### 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 Award in Principles of Management and Leadership (single unit)
- CMI Level Three Certificate in Principles of Management and Leadership

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 Award in Management and Leadership (single unit)
- CMI Level Five Certificate in Management and Leadership

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



#### Innovative Working

- AAT Level 2 Foundation Certificate in Accounting



#### Effective Human Resources

- CIPD Level Three Certificate in Human Resource Practice
- CIPD Level Five Certificate in Human Resource Management



## Birkwood Plant Training Ltd



*"Birkwood Plant Training specialises in Health and Safety, Plant Operations training, Management Skills Training and boasts a portfolio of NVQs between Level 2 and Level 6.*

*Birkwood is a small, dynamic, forward thinking company and we have the ability to 'think outside the box' and 'make it happen'. Birkwood is specialist in putting together bespoke packages for individual companies including different funding streams and full cost training that larger providers may find difficult to control and manage.*

*All our customer facing team are qualified to L3 Advice and Guidance or higher and our ethos is to only deliver training appropriate to individual company requirements that work towards their training objectives and competencies.*

*We have robust signposting systems in place if we cannot deliver the exact training requirement for an individual or business and we have a strong network of providers that we refer to."*



### 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
- Customer Service Ambassador



#### 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
- Personal Development – Taking Control



## Brook Corporate Developments



*"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."*



### 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

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*“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.”*

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### Our HPW offer:



#### Export and Innovation

- Sales Training 1 – Evaluating the People
- Sales Training 2 – Generating New Leads
- Sales Training 3 – Winning New Clients
- Sales Training 4 – Consolidate and Reinforce



## Innovate Now Ltd

“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.”

### Our HPW offer:



#### Empowering Leaders

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



## Investors in Excellence

“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.”

### 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



#### 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



#### Empowering Leaders

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



#### 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

“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

### 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

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
- Team Building during Challenging Times



#### 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



## QA Ltd



*"QA is the UK's leading tech talent and training organisation.*

*We are specialists in technology – providing a comprehensive suite of talent and training services helping individuals and companies to be winners in the digital revolution.*

*More than 293,000 people learned with QA last year. We deliver services to over 5,000 corporate clients, representing a significant portion of the FTSE 250. We have leading practices in agile, cyber security, cloud and DevOps – as well as many other technology specialisms.*

*We specialise in the people side of technology transformation – our training programmes help businesses to upskill or reskill their existing employees. We are passionate about progress because we can see the bigger picture. Plotting the road ahead. Pushing the boundaries of learning. Powering potential.*

*For the last 30 years we have consistently invested in our trainers, technology and facilities to become a trusted training and talent partner for global businesses and government organisations. We offer a broad range of courses and training services across multiple subject areas to help businesses develop tech talent within their organisation."*



### Our HPW offer:



### Innovative Working

#### Key topics

- Agile
- APM Project Management
- Amazon EKS
- Amazon Web Services
- Artificial Intelligence
- Cisco
- DevOps
- ITIL
- Management of Portfolios
- Management of Risk
- Management of Value
- Managing Successful Programmes
- P3O
- Prince2
- Service Desk Institute



## Quantum Vantage

“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.”

### Our HPW offer:



#### Empowering Leaders

- Visionary Women
- Future Female Leader Programme



## Results Driven Group

"With over 20 years' experience in the training industry, Results Driven Group (RDG) has established an excellent reputation for the delivery of highly customised and flexible training. We offer CMI and ILM Qualifications (ranging from Levels 3 to 7), as well as Professional Development Training Courses in Leadership and Management, Coaching and Mentoring, Management Consultancy and Project Management. RDG also offers a comprehensive list of open courses and specialises in bespoke skills training and professional development solutions.

Our courses are designed around business need, are results-oriented and focused on ensuring a solid ROI. Candidates will start their training journey with a comprehensive pre-course analysis of their needs,

carried out by experienced trainers. A post-course follow-up will ensure that the course was effective and, if more support is needed, trainers will happily coach you to further your areas of development.

Completing a training course that is made relevant to their professional profile, experience and expectations, participants will enjoy the benefits of learning next to their teams during an in-house training programme, or next to a group of like-minded professionals from different organisations when attending one of our open courses. As well as in-house and tutor-led online training, we offer residential courses at our training venues in Keswick in the Lake District, arguably one of the most beautiful areas in the UK."

### Our HPW offer:



#### Export and Innovation

- Entrepreneurship CMI Level Seven Award in Strategic Management and Leadership



#### Innovative Working

- Digital Marketing



#### Empowering Leaders

- ILM Level Three Award in Leadership and Management, ILM Level Five Award in Leadership and Management
- ILM Level Five Certificate in Leadership and Management
- ILM Level Seven Certificate in Leadership and Management
- ILM Level Seven Diploma in Leadership and Management
- CMI Level Five Certificate in Coaching and Mentoring
- CMI Level Five Diploma in Coaching and Mentoring
- CMI Level Seven Certificate in Leadership Coaching and Mentoring
- CMI Level Seven Diploma in Leadership Coaching and Mentoring
- CMI Level Three Award in Principles of Management and Leadership
- CMI New Level Five Award in Management and Leadership



#### Effective Human Resources

- ILM Level Three Award in Effective Coaching
- ILM Level Five Certificate in Effective Coaching and Mentoring
- ILM Level Five Diploma in Effective Coaching and Mentoring
- ILM Level Seven Certificate in Executive and Senior Level Coaches and Mentors
- ILM Level Seven Diploma in Executive and Senior Level Coaches and Mentors
- ILM Level Seven Certificate for Coaching Supervisors, ILM Level Seven Diploma for Coaching Supervisors
- Digital Learning and Development Skills – Business Partnering Programme
- Business Partnering / Consultancy – Level Five Award in Professional Consulting



## 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.”*

*“Training is made fun, engaging, challenging and inspiring through use of lots of real-life, practical and relevant examples i.e. personal experience and other clients’ successes, enabling participants to see what they can achieve. Training is interactive and practical with plenty of workshop-style elements.”*

”

### 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

“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 then enquire about a course, for



### 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

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.”





## The Electronics Group

"Formerly Electronics Yorkshire, The Electronics Group are experts in the industry with a vast array of knowledge in both electronics manufacturing and engineering.

Established in 2003, Electronics Yorkshire (originally part of Bradford College) has been providing training and support and has been both an Authorised IPC Training Centre and Distributor for many years.

The change to The Electronics Group recognises the larger role, that the company now provides

for the industry across the whole of UK and occasionally overseas.

The Electronics Group will continue to provide IPC training and practical skills training as done in previous years as we continue to develop and grow as an organisation.

Our vision is "to be the first-choice support company for the UK Electronics Industry and its people" and we are continually working on developing our services to achieve this."

### Our HPW offer:



#### Export and Innovation

- IPC/WHMA A-620: Requirements and Acceptance for Cable and Wire Harness Assembly
- IPC A-610 Acceptability of Electronic Assemblies CIS / CIT
- IPC J-STD-001: Requirements for Soldering Electrical and Electronic Assemblies
- IPC 7711/7721: Rework, Repair, and Modification of Electronic Assemblies



## Total Support Training

*"Total Support is an approved GQA Centre which has been providing a multitude of courses and NVQs to the glass and glazing industry for 12 years. With the combined experience of our assessment team totalling over 120 years in the construction industry, Total Support continues to strive for excellence in our provision and promote the positive development of people and organisations across the industry. In recognition of our high standards of assessment/training we were awarded the GQA Centre of the Year and for our commitment to our learners the GQA Allan Murray "Making a Difference" Award.*

*Learner success is the fundamental goal of our company; we believe that effective learning and teaching are vital to a high-quality experience and critical to learner achievement. We spend time with employers and learners to understand their requirements and to ensure training adds value, advising the best training methodologies, taking into account the resources available whether training takes place on- or off-site. Advise on a robust approach to equality and diversity in delivery – also evidenced in content design. Provide development timeline including progress review dates where applicable*

*design content in line with agreed learning outcomes and chosen delivery methodologies e.g., PowerPoint, handouts, e-learning.*

*We make our courses relevant to the learner's occupation; this includes activities and assignments which encourage the individual to explore knowledge beyond their industry. We take into consideration the experience and educational background of the learner. We offer immediate feedback to allow them to grow and progress in their chosen field. Each learner is a unique individual with their own goals. Empowering a person to work toward*

*these goals through training is a powerful incentive to learn.*

*With the recent measures put in place by the Government due to COVID-19 the team have been working hard to create new remote training for both our NVQs and Short Courses to allow people to keep training no matter the circumstances as well as making them accessible for everyone. We have made sure that although the method of delivery has changed, the standard has not dropped."*

### Our HPW offer:



#### Empowering Leaders

- Level Seven NVQ Diploma in Construction Senior Management (Construction)
- Level Six NVQ Diploma in Construction Site Management (Construction)
- Level Four Diploma in Occupational Leadership in a Glass or Glass Related Working Environment
- Level Three NVQ Diploma in Occupational Work Supervision (Construction)

*University of*  
**HUDDERSFIELD**  
Inspiring global professionals

**University of Huddersfield**

“

“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.”

”

**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



## 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

- How to be Resilient and Agile in Times of Uncertainty



## Wine School of Excellence



*"Wine School of Excellence is a friendly and lively independent wine and spirits learning and development company. Our main focus is to provide quality education and internationally recognised qualifications to the hospitality industry (as well as enthusiasts) across the UK with particular emphasis in the Yorkshire region.*

*We are an Approved Programme Provider with the globally renowned Wine and Spirit Educational Trust (WSET). All our educators are WSET Certified, graduates of the coveted WSET Level 4 Diploma and professional, and experienced, corporate trainers who apply their knowledge and skill in modern training*

*techniques to help our students easily understand, absorb, embed and retain information.*

*WSET Awards provides best-in-class education and qualifications that inspire and empower wine and spirit professionals irrespective if they are established or just starting out in their careers. Each increasing WSET Level broadens and strengthens knowledge, service and tasting technique to develop performance and aide career progression.*

*For businesses involved in the specialist field of wine and spirits, having WSET certified professionals on staff is a credible way to distinguish themselves from*

*the competition. Gaining and developing knowledge enables hospitality businesses and their managers to share valuable best practices, help others achieve the same levels of excellence and provide a great customer experience.*

*WSET Awards offers a conduit for individual career development and business growth opportunities. We can help hospitality businesses gain this funding opportunity to help boost their employees' performance, raise standards and morale, whilst helping the business flourish and grow."*



### Our HPW offer:



#### Innovative Working

- WSET Level Two Award in Wines
- WSET Level Three Award in Wines
- WSET Level Two Award in Spirits

## 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](http://www.westyorkshirecolleges.co.uk)

## Find out more

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

[www.westyorkshirecolleges.co.uk](http://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](mailto:skills@westyorkshirecolleges.ac.uk)

0113 235 4460

[www.westyorkshirecolleges.co.uk](http://www.westyorkshirecolleges.co.uk)



Higher Performing  
Workplaces



European Union  
European  
Social Fund

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