



## MANAGEMENT DEVELOPMENT INNOVATION IN LEARNING PROGRAMMES

*"We call it 'spray & pray':  
expose everybody to the training and hope it sticks to some"*

Many organisations spend substantial sums on development programmes, yet fail to achieve the improvements they hoped for. There is an alternative approach which links the key factors for effective management development based on the *Wadenhoe Model*®.

### OUR APPROACH

#### *Customised*

- Work closely with clients to meet real needs with customised quality programmes.
- Clarifying participants' priorities to meet their needs and adjusting learning processes.
- Matching individual's learning and work patterns which range from individual coaching to large whole system events.
- Review and improvement.

#### *Integrated*

- Developing the whole person in the whole system; linking learning with organisational processes and culture to maximise the impact. Developing leaders and the organisation.
- Basing learning on proven experience, fresh ideas, rigorous thinking, core values with a commitment to action and results.
- Looking at the big picture with a global perspective and recognising diversity.

### THE MODEL

- *Strategy*  
Explicitly linking development with organisation strategy
- *Performance*  
Comparing current performance with strategic requirements
- *Purpose*  
Agreeing personal and organisational development aims



- *Person*  
Assessing individual capabilities and development needs
- *Process*  
Learning aligned with purpose and personal needs
- *Place*  
Challenging and supportive learning environment and workplace culture