



Springboard

Navigator for Men & Springboard for Women Development Programmes



Springboard & Navigator reveal to participants their unknown potential and motivate men and women to own their development, set goals for their future and seize the opportunities around them.



These personal and professional development programmes are spread over three months including –

- Four active one-day workshops
- Coaching partnerships
- A personal 300-page development workbook
- Networking
- Diverse and thought-provoking guest speakers



The programmes are tailored to the different approaches to learning and the different enablers and potential blockages that influence men and women in their choices and development. The programmes help participants to make the most of their talents and re-energise their careers:



- ◆ Self-knowledge ◆ Confidence & Assertiveness ◆ Chance Taking ◆ Values ◆
- ◆ Managing Change ◆ Enhancing Relationships ◆ Overcoming Setbacks ◆
- ◆ Healthy Working Lives ◆ Setting Goals ◆ Getting Recognition ◆ Feedback ◆
- ◆ Coaching ◆ Managing Stress ◆ Positive Image ◆ Planning the Future ◆



Our experienced facilitators bring these highly acclaimed programmes to life with a supportive approach, practical tips and real life examples.



The Results

In an evaluation involving over 500 participants in the Springboard & Navigator programmes in the UK -

- Over 80% reported increased self-belief and goal setting
- More than two thirds had taken on more responsibilities at work
- 75% could evidence a more positive attitude, being more open to change and greater participation in meetings as a direct result of the programme
- Three quarters could provide evidence of improved problem-solving
- Nearly 70% had improved relationships with 81% emotionally healthier
- Over two thirds reported that other people had commented on the positive changes they had made with two thirds saying this had been reflected in their formal appraisal



What participants say

"It was a turning point for me. It opened my eyes to my potential"

"It's been a real confidence boost for me. I have taken such a lot away from this"

"The course is incredibly insightful... fun, enjoyable and easy to understand"

"I know that I need to make some changes in my life... it gave me the tools to do that"

"It promotes a positive and ethical working culture"

"Very useful, enjoyable and inspiring. Really encourages change for the better"

"An opportunity to take stock, think how my life is changing and what I can do to progress"



Client Testimonials

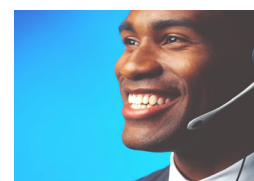
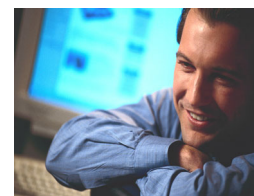
“Following Navigator, men are much more focussed on their careers rather than seeing work as ‘just a job’. It has broadened their horizons and shown how they can make things happen for themselves, rather than waiting for things to happen to them”
MCL Group

“After two years, many of the women remain highly motivated, are still setting new goals, seeking new responsibilities and new learning opportunities and are still achieving – there are clear benefits to the organisation”
Essex County Council

“Their managers identified significant improvements in production of constructive ideas, acceptance of responsibility, contributing views, acceptance of criticism and sensitivity to the needs of others”
NHS

“The Navigator Programme has opened men’s eyes to personal development and given them the confidence to ask for what they need. Navigator has shown that men deserve to get support and will give it in return”
Knowsley Metropolitan Borough Council

“What is particularly impressive is that everyone on the course has reported personal progress. They are more assertive, more confident and more committed”
Tarmac



What Line Managers Say

Typical results from line manager evaluations are that, following the programme, participants –

- **Are more realistic about their self-assessment**
- **Have more self-confidence and take more initiative**
- **Set and achieve clearer goals**
- **Have increased personal motivation**
- **Accept more responsibility for their development**
- **Have a more mature and positive attitude**
- **Communicate more assertively and effectively**
- **Add more value to their work**
- **Improve customer relations**
- **Present a positive image**



The Business Case

The Springboard & Navigator programmes help your organisation to –

- **Harness the full potential of your workforce**
- **Enhance your talent management strategy**
- **Boost internal progression and succession planning**
- **Put your diversity and Investor in People commitments into practice**
- **Implement the Gender Equality Duty, breaking down barriers to progression and broadening horizons beyond stereotypical career paths**
- **Develop untapped potential in a sustained way**
- **Demonstrate best practice people development, meeting inspection standards**
- **Foster a culture of peer coaching and support**
- **Boost morale, initiative and personal responsibility to contribute to organisational performance**

PROGRAMME FORMAT

Four one-day workshops

Spread over three months so that participants are only away from work for one day at a time and can integrate learning into everyday life between the workshops.

With up to 30 employees, the workshops are highly participative combining short trainer inputs, individual work, working in pairs and working in small groups. Each workshop offers the opportunity to review progress, build on the Workbook and prepare for what's coming next. The topics are also brought to life by guest speakers who share their experience; speakers can be internal or external, carefully selected with our help to ensure that they enhance the course with real life examples that offer practical steps and inspiration.

Workbook

Participants on each programme receive their own copy of the relevant 300 page workbook. These Navigator and Springboard workbooks each contain numerous ideas and suggestions, approaches and activities with a wealth of information - a life long resource. Each participant is invited to work through the workbook in their own time between each workshop.

Networking & Support System

Participants are encouraged to work and mix with all the other individuals on the programme enabling them to draw upon varying experiences and to build up their network of contacts. They are also encouraged to build up and use their range of work based/professional and personal contacts outside the programme.

Participants are supported in keeping momentum throughout the programme using one of our support systems such as coaching partnerships or mentoring, tailored to what works best in your organisation.

To explore Springboard & Navigator further, please contact us:

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