



# Leadership & Management Excellence

## Understanding the Need for Development

CQM Training & Consultancy Ltd passionately believe that developing a core of confident and effective managers is central to increasing productivity and driving business performance. Great leadership and management skills are key to an organisation's success, and we can deliver the specific programme needed to unlock real results and create high performing teams.

## Sustainable Intelligent Development

Our flexible Leadership & Management Development programmes can be tailored to exactly meet the requirements of your employees and business. It will provide those with managerial responsibilities the skills they need to lead a team effectively. Importantly we will embed a sustainable programme responding to the company brief.

## Delivering Management Excellence Skills

At CQM T&C we use a combination of onsite coaching and workshops to ensure that everyone undertaking our programme produces and leads a team through an 'Improvement Project' directly mapped into the company's development plan. Every step of the way we will be working with you towards achieving the goals you have set out.

Key areas that we focus building skills within include:

- **Management and Leadership Development**

Our innovative and adaptable programme is perfect for anyone who is either leading a team for the first time or preparing to step up to senior management. Ideal for those wanting to fast track their progression, our training is guaranteed to meet the requirements of both the individual and business.

- **Coaching and Mentoring**

CQM T&C's programmes are designed to demonstrate the positive impact coaching and mentoring skills have in creating an empowered workforce.

- **Team Leading**

A great entry point for those just starting their career or who are new to team leading. It provides an excellent foundation for a career in management, developing the core skills and confidence required to tackle the role head-on.

### Training Programmes:

**Management & Leadership Development, Coaching & Mentoring, Team Leading**

### Ideal Candidates:

**Senior Management, Executive Coaches, Team Leaders, First Time Managers, New Team Leaders**

### Training Route:

**Full Fee Consultancy or Part Funded Qualification (RQF) / Apprenticeship**

### Level of Delivery:

**L2 - L7**

### Sectors:

**Pan Sector (Manufacturing & Service)**





## Typical Outcomes

Each programme is designed with you after careful scoping on site. The measurable impact is delivered through agreed projects which are monitored through a Performance Improvement Plan (PIP) agreed with you in advance. However, in general the business can expect to benefit from:

- Enhanced team leading and management skills
- End to end projects aligned to business objectives
- High performing teams with enhanced cross functional communication skills
- Confidence to analyse and improve processes
- Capacity released to drive greater service delivery
- Analytical and functional skills enhanced
- Changed behaviours to drive company values
- Delivering significant commercial benefits through projects

## Guaranteed Return on Investment

With a focus on sustainability and measured improvement, our development programmes always guarantee a significant Return on Investment, seen not only through financial gain, but importantly through positive behavioural change.

## Flexible Delivery Model

We pride ourselves on offering the solution to suit your requirements. Therefore we can deliver full fee consultancy, or accredited qualification based training and adult Apprenticeships which can be part funded. If considering the qualification route we are partners with both the Institute of Leadership and Management (ILM) who offer the widest range of Leadership and Management qualifications, and we have accredited CIPD trainers (Chartered Institute for Personnel and Development).

Our highly experienced team of experts deliver all of the training on site at your organisation. We work closely with you to establish a convenient and viable schedule of release for those participating on the training.

## Additional Areas of Expertise

Our skill lies in identifying the current and ongoing needs of your business. To find out how we can further assist in developing your staff please ask for information on our range of programmes which focus upon Lean/Continuous Improvement, Business Improvement Techniques, Strategy Development and Project Based Consultancy work.

**“CQM T&C’s unique approach to embedding culture change across the sites has been truly effective. We now have a core of confident and effective managers, who are able to increase productivity and motivate teams. They have enabled us to achieve Service Excellence through Management Excellence.”**

Jayne Hannan  
Head of Resourcing, Talent, Learning and Development – Geoban UK, part of the Santander Group

CQM T&C Ltd are part of:



**Contact us today for more information**

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