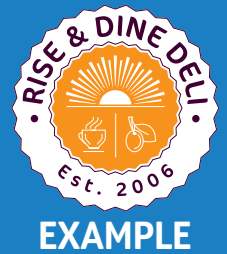
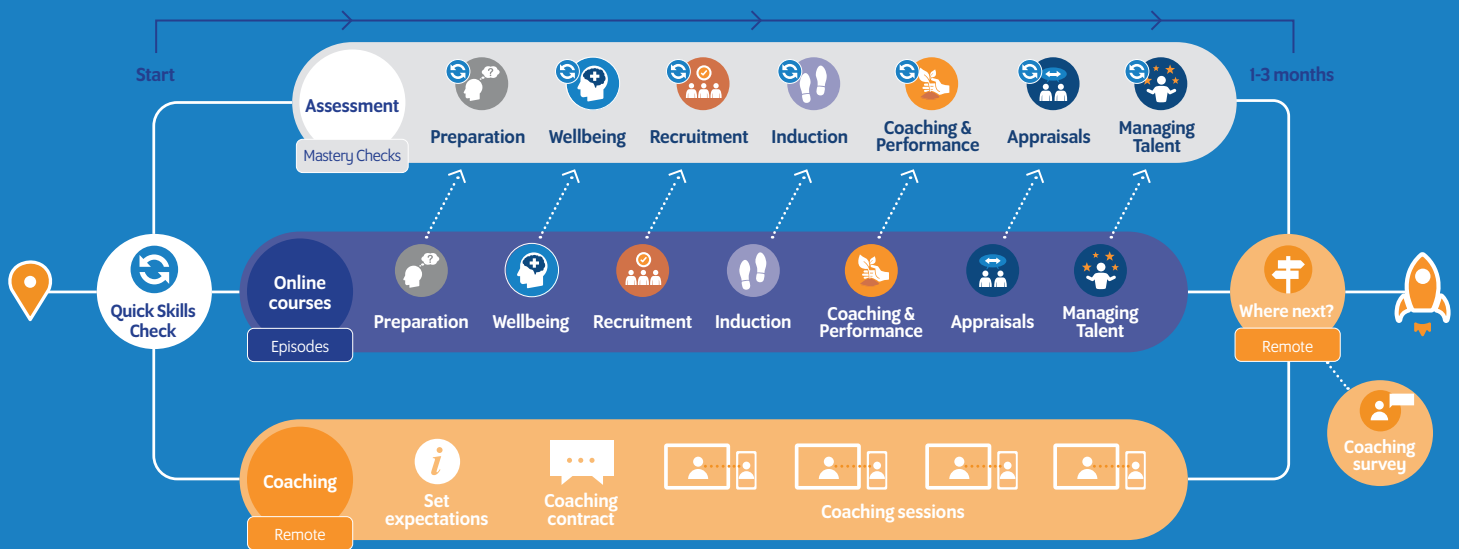


# Your managers, measured



How your development programme has delivered a return on investment



**The approach:** It starts with a Quick Skills Check to show your managers' skills now. Then a mix of online learning and remote coaching. Next, Mastery Checks show what behaviour change has started to happen. It's all brought together with a final 'Where next?' coaching session, to review and launch their further development. The final evaluation comes from assessing the impact of the coaching, combined with feedback from the courses.

## Results at a glance



**25** South West region



**100%** positive coaching impact



**375** hours saved compared to face-face



Top competency  
**Adapting to change**



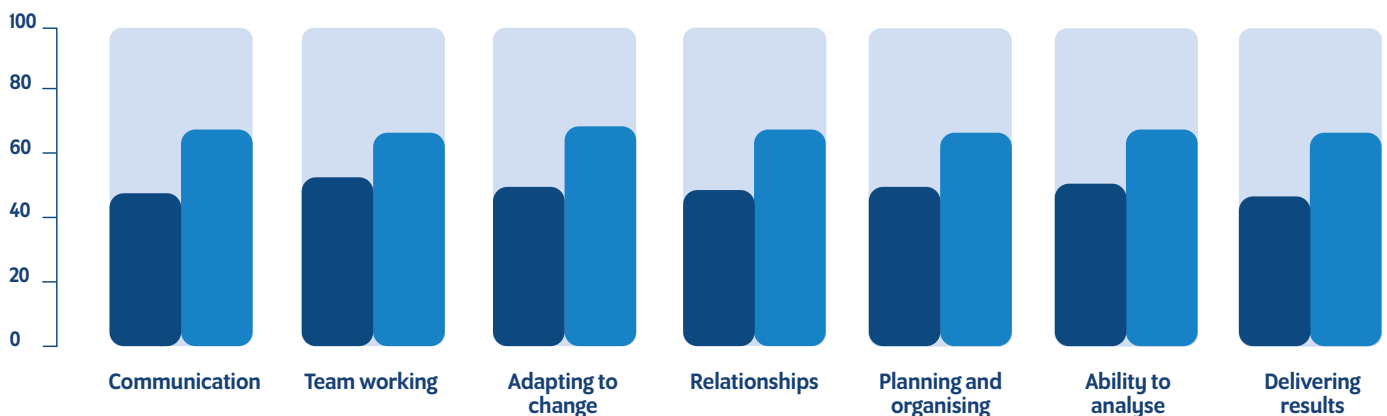
**93%** average course score



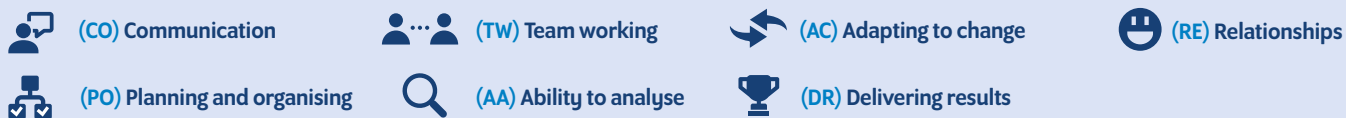
**100%** learned new skills

## Competency levels

Quick Skills Check (Before) ● Mastery Checks (After) ●

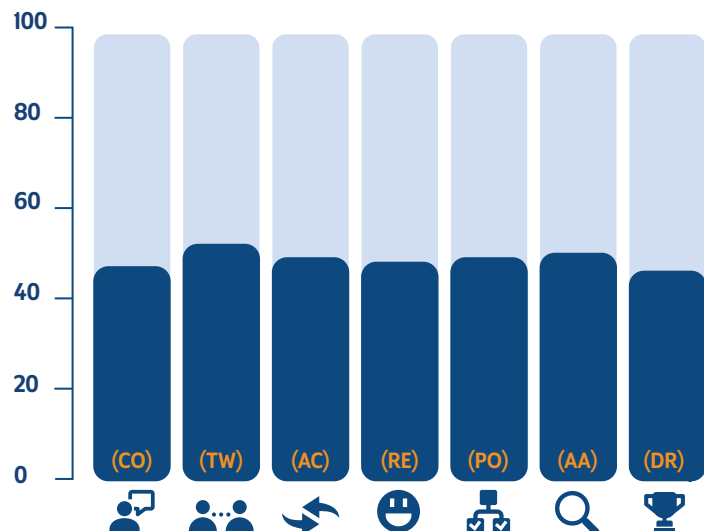


## Competencies

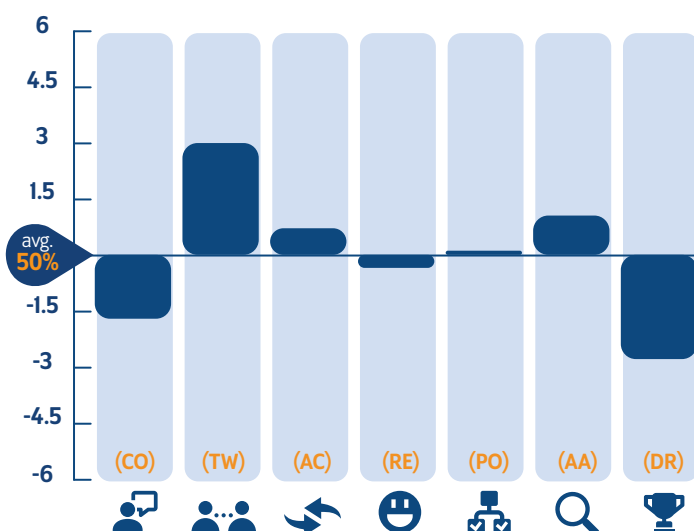


## Quick Skills Check

### Competency level



### Competency variance

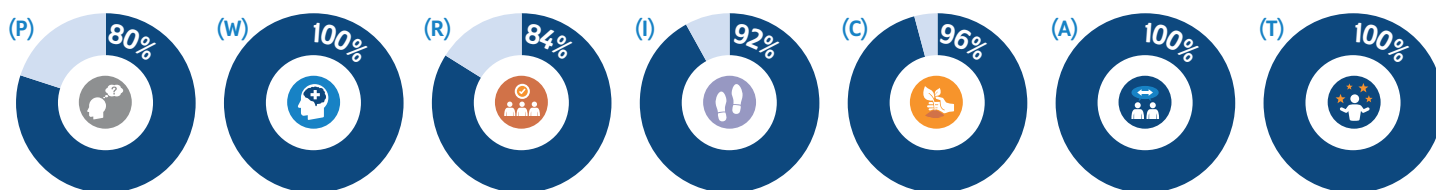


Managing people

## Online course episodes



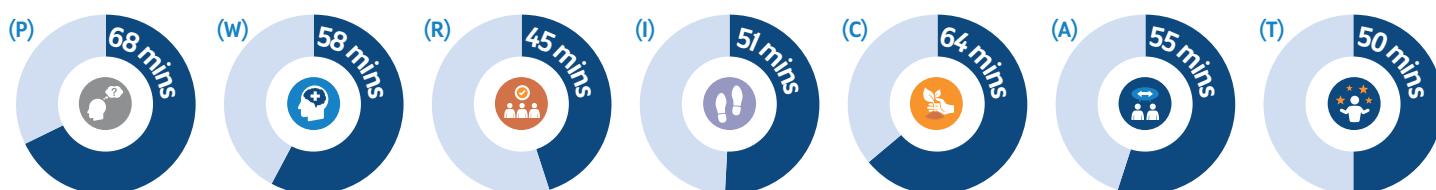
### Average score



### Average quiz attempts



### Average duration



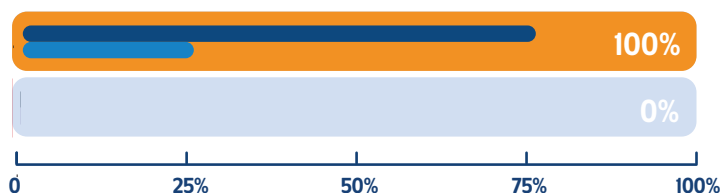
**93%** average course score

**1.7** average quiz attempts

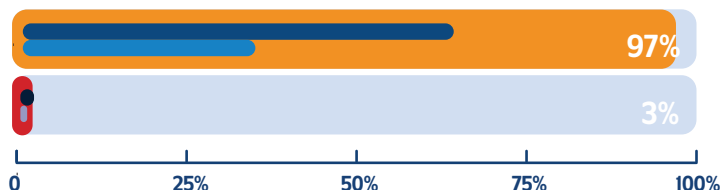
**56** average course duration (mins)



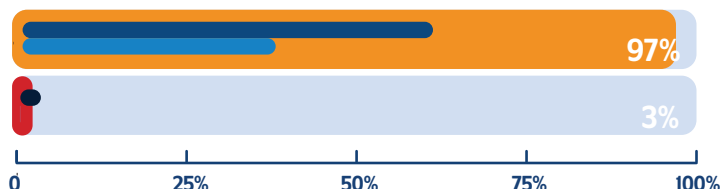
## I learned knowledge and skills I could use



## I enjoyed learning in this way



## The course was easy to use



## Where did you spend the most time completing this course?

## At work



## At home



## Public place



## Private place



## Episode comments

"I'm doing things differently now and I've seen big improvements in my team."

"I'm an experienced manager but this has taught me a lot about newer generations."

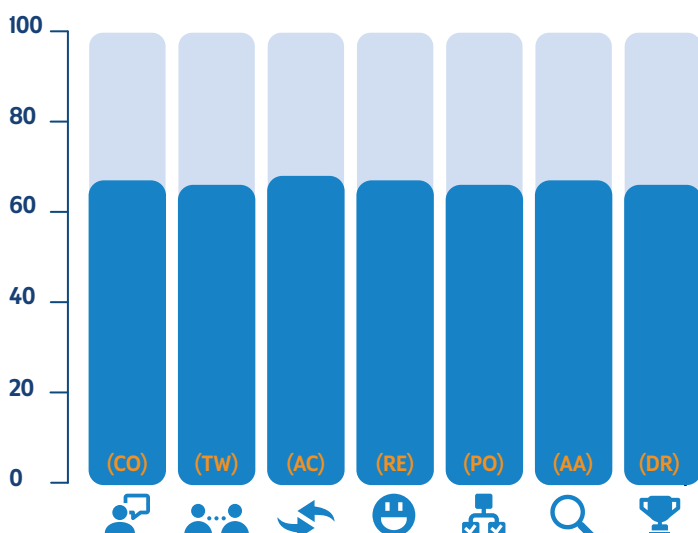
"Very realistic scenarios that take you way past the basics."



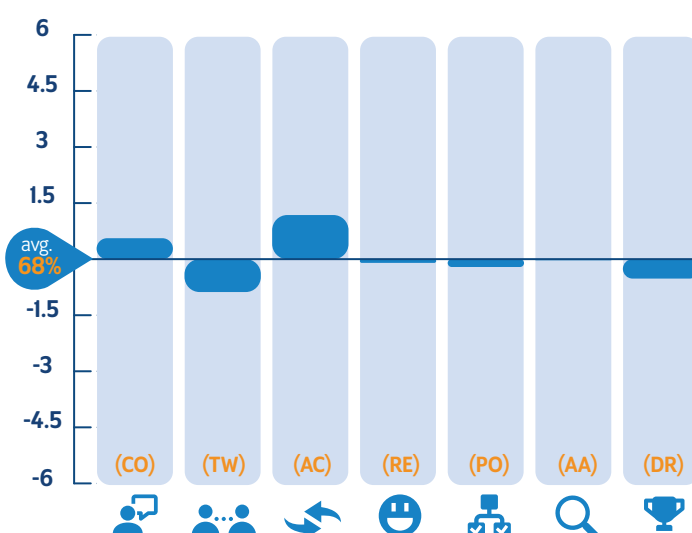
## Mastery Checks

Where your team are after learning and coaching

## Competency level



## Competency variance

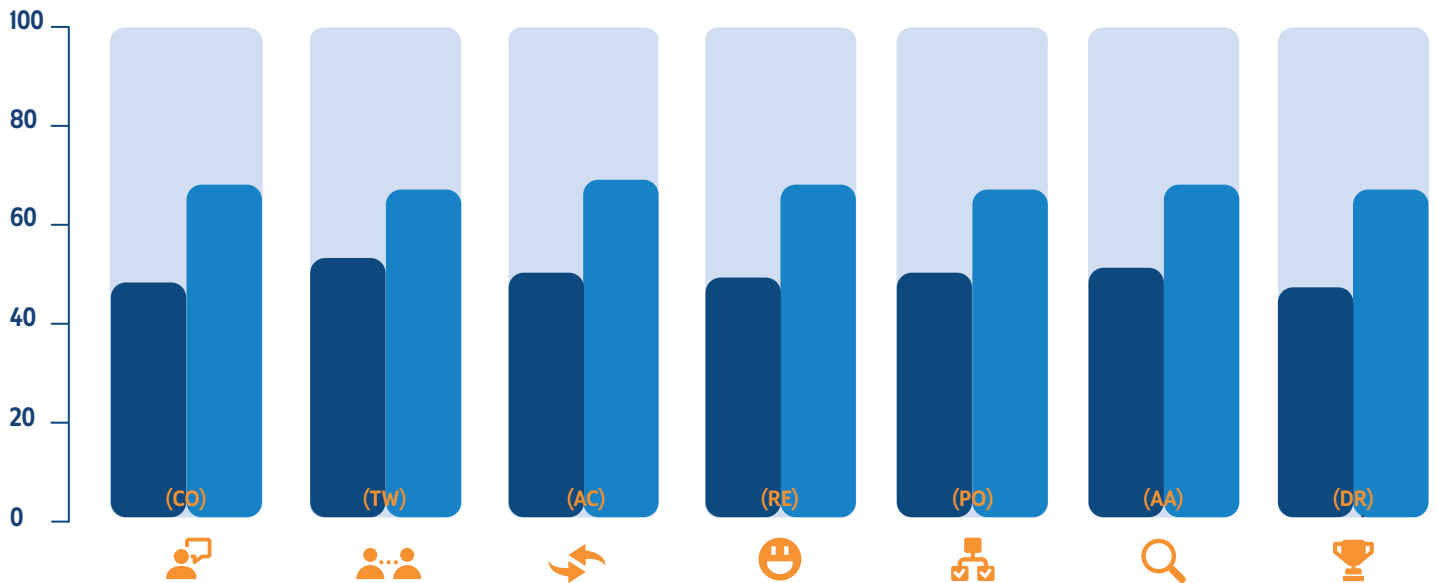




# What's changed? A comparison of before and after

Quick Skills Check ● Mastery Checks ●

## Competency level



#1

The competency 'Delivering results' increased the most by... **20%**

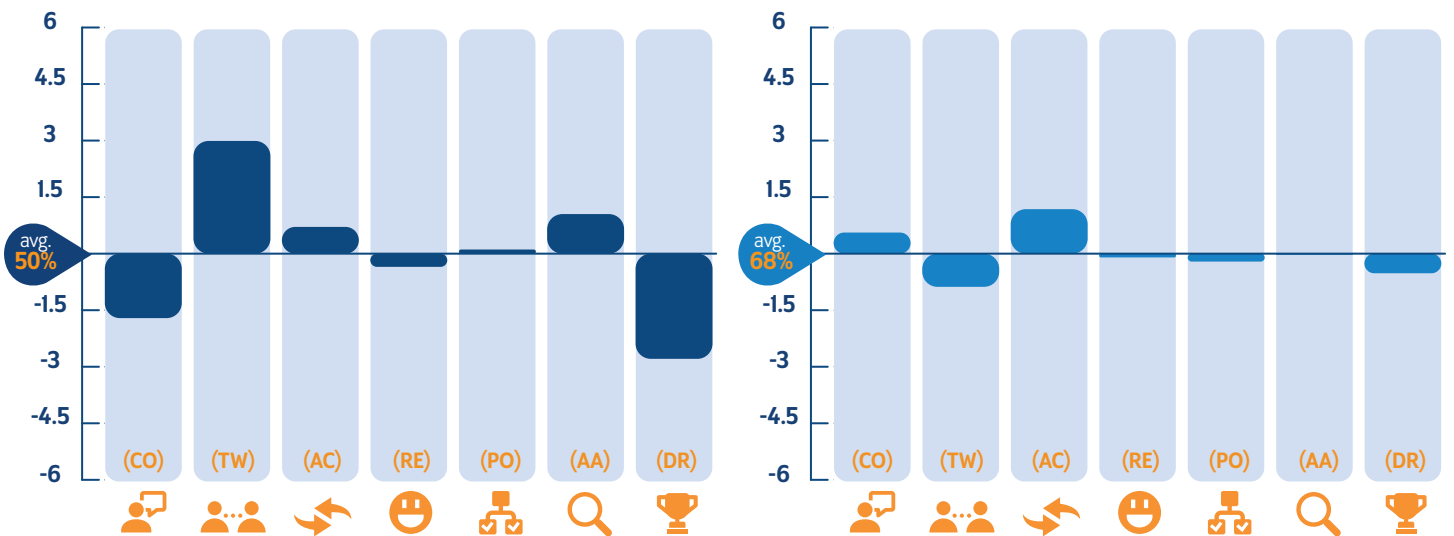


#1

The strongest competency is 'Adapting to change' **69%**

## Competency variance

Shows the spread of competencies from average and how rounded the managers skills are



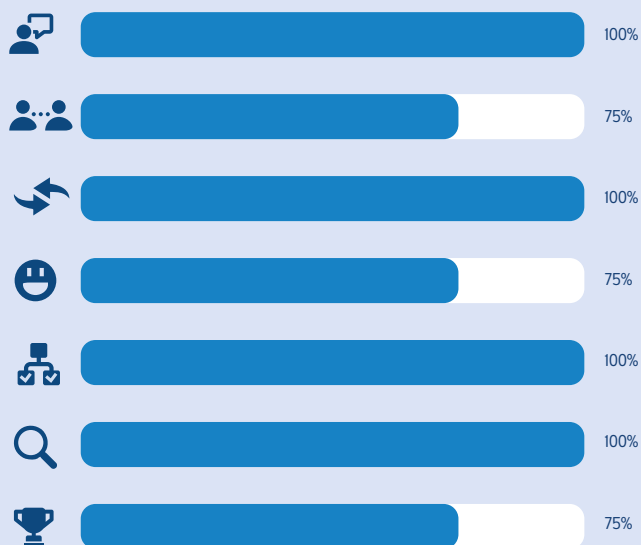
How much has the coaching helped you to improve your managing people skills?



Has the coaching helped you use what you learned from the online courses?



Which competencies have you improved?



Since completing the online learning and coaching how do you feel that your company values you and invests in your skills?



Since completing the online learning and coaching, have the skills you've gained enabled you to improve your, and your team's, performance?



How is your company going to benefit from how you behave after completing the courses and coaching?



Is there any way we could make things better?



"This course has definitely made me be a better manager."



"It's showing great results with my own team."



"15 years of experience and it's helping me now manage in an organised way."



# Help your managers shine

We've created a contemporary approach to developing great people management skills and measuring it. Managing People is based around a series of interactive online courses which harness the power of dramatic scenarios.

Designed for managers in any sector, it prepares new managers for their role and updates the skills of even the most experienced.

The courses are set in the engaging and fictional world of the Rise and Dine company. Learners are immersed in a realistic and challenging interactive drama. They make decisions for Charlotte, a manager tasked with turning around an underperforming team of characters everyone will recognise!

Feedback along the way means they are always learning. The focus is on people not process, making sure managers get the skills to inspire and motivate their teams. They'll get the confidence to turn those skills into behaviour change that sticks.

The online episodes are:



Preparation



Wellbeing



Recruitment



Induction



Coaching &  
Performance



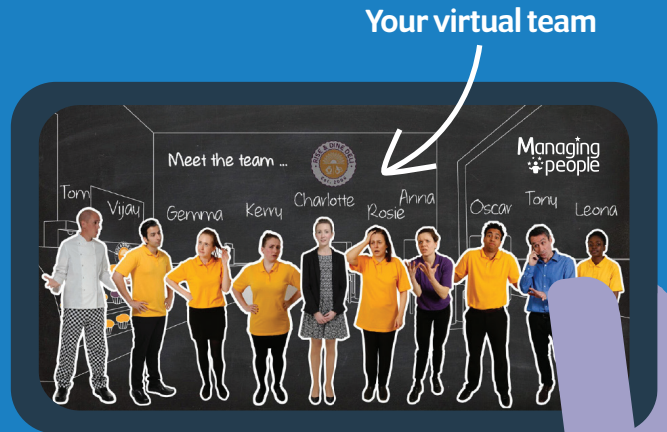
Appraisals



Managing  
Talent



Skills  
checks



Your virtual team



Managing People works on its own or as part of a complete blended solution with your existing programme, and optional remote coaching. There is a complementary series of pre and post-assessments, all linked to the competencies and behaviours we've mapped to the courses. They provide a consistent, quick way to measure the impact of your whole development programme and the return you are getting. All helping you know where to focus your investment and resources.