



The Springboard Women's Development Programme

The Navigator Men's Development Programme

Helping people and organisations to grow

The award-winning Springboard Women's Development Programme and its brother, the Navigator Men's Development Programme, have been specifically designed for people generally in non-management grades to:-

- realistically assess their current situation
- decide on the next steps for their personal and work development
- equip them with the positive attitude and skills to take these steps
- accept responsibility for their own development.

## The results

Both programmes are tailored and regularly updated to meet current organisational needs so participants achieve their optimum blend of personal and work results. Typical results from line manager evaluations are that, following the programme, participants:-

- deal better with change
- are more realistic about their self-assessment
- have more self confidence
- 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.

	SPRINGBOARD	NAVIGATOR
<b>Immediate results</b>		
Improved effectiveness at work	84%	84%
More confident at work	86%	79%
Take more responsibility	93%	86%
<b>Longer term</b>		
Increased confidence	83%	82%
Taking more initiative	78%	79%
Improved relationships	75%	75%

## The programme format

Springboard and Navigator are unusually effective training programmes as they combine self-paced learning with a specially researched workbook, support networks, role models and one-day workshops. All spread over a 3 month period.

Over 160,000 copies of the workbook have been used by participants on programmes in 18 countries and been translated into many different languages and formats, including Braille.



## Why two separate programmes?

Detailed research across 18 countries, hundreds of organisations in the private, public and voluntary sectors and over 160,000 satisfied participants confirmed that:-

- although men and women have some common issues they also have many different ones
- men and women look at issues differently
- men and women use different processes to address their issues
- it is of enormous benefit to both organisations and individuals for men and women to work on their development issues separately before working on common issues together
- the expectations placed by society on women are different to those of men
- men and women communicate differently
- gender specific training works!

## Feedback from clients

*"Springboard is tried and tested in the police context, has an impact on women in the police and delivers results. It is a key component in achieving The Gender Agenda. I have no hesitation in recommending it throughout the police service."* – Julie Spence, Deputy Chief Constable, Cambridgeshire Constabulary

*"Navigator is a fundamental part of our programme to equip younger or more junior staff with the skills and confidence they will need for more senior jobs with us or elsewhere and increasing the number of staff from a BME background in more senior posts."* – George Bishop, Director of Personnel and General Services, Royal Borough of Kensington and Chelsea

*"We use Springboard and Navigator as it boosts substantially the personal and professional development of our staff."*

Sinead Rafferty, Development and Training, First Trust Bank

*"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

*"The demand for Springboard is very high as women and their line managers see great results from the programme. Participants are more confident and pro-active. There is a wellspring of positivity rising here. Women who participated in the programme some years ago (and some of whom are now managers) are eager for new colleagues to experience Springboard. A growing number of men in the organisation are keen to explore personal development through Navigator. We are delighted to be running this programme and looking forward to reaping the benefits of having made it happen!"* – Jane Gibney, Deputy Diversity & Equalities Officer, Valuation Office Agency





## Hundreds of organisations are using the Springboard and Navigator programmes in the UK including:-

British Council  
Blackwell Publishing Ltd  
BT  
BBC Worldwide  
Bournemouth Borough Council  
Business in the Community  
CSA  
Cambridgeshire Constabulary  
City of Liverpool  
Coors Brewers Ltd  
Department for Work and Pensions  
Derbyshire County Council  
Diageo  
Dyfed-Powys Police  
Environment Agency  
First Trust Bank  
Foreign and Commonwealth Office  
Harvey and Thompson  
HSBC Bank Plc  
Inland Revenue  
Job Centre Plus  
London Borough of Hammersmith and Fulham  
London Borough of Haringey  
Northamptonshire Council

Nottinghamshire Police  
Open University  
Ordnance Survey  
Oxford University  
Royal Borough of Kensington and Chelsea  
South East Employers Association  
South Wales Police  
Suffolk County Council  
Sussex Training Consortium  
The Benefits Agency  
The Metropolitan Police Service  
NHS  
The Patent Office  
Queen's University, Belfast  
Rolls Royce  
Schlumberger Plc  
Shropshire County Council  
University of Bath  
University of London  
University of Newcastle  
Valuation Office Agency  
William Hill  
West Midlands Police

To find out more and access details of public programmes, contact



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