

Springboard and Spring Forward – Workshop Development Learning

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Springboard

When Sue Redmond, moved to her new job in Wandsworth social services, what she found was a highly rated department, but a number of staff disgruntled by change.

So she contacted an external training specialist that offers a market-leading personal development programme. A course called Springboard aimed at female members of staff seemed most appropriate.

So, a group of 20 people went on a one-off trial. Some managers were sceptical about the course, but as the programme unfolded, the benefits emerged and views became more positive.

What is Springboard?

It is a workshop based learning, which enables women to take a hard look at what they each want out of life and shows you how to achieve it.

Anne Handahu – ‘The Springboard programme gave me the confidence to believe in myself and that I was able to move forward in both my professional and personal life.’

Many ‘Springboarders’ have changed their lives out of all recognition whilst others have been content to review their aspirations or improve their work-life balance.

Generally, the pilot group experienced a fundamental change in the way they think. They felt newly empowered, more assertive, more willing to take responsibility for their own roles and futures.

Independent research shows that Springboard courses have a significant impact on women from ethnic minority groups and younger staff – who are beginning to make their presence felt and attitudes are changing*.

Elaine Bennett – ‘Springboard is fantastic. It has given me confidence, strength and ability in myself. I recommend this course to all my friends and colleagues.’

Other positive effects are taking hold. Senior management are particularly keen to increase the numbers of women and minority staff in senior posts. Overall, the pilot course has been successful and now is being introduced across other departments.

In addition a further development course called Spring Forward has been introduced.

Spring Forward

The training package called Spring Forward is available to male and female managers and focuses on helping middle managers achieve promotion.

Course dates for housing staff will be arranged shortly, if you would like more information, please contact Lisa Hippolyte: ext 6790.

* Source – ‘Personal Development has Legs’ by Andrea Goodman