

Summary of Research Findings

The main findings of this research are that:

1. The most substantial results from personal development programmes come over a year after the training. Although there are remarkable instant results, organisations need to allow time for the maximum benefits to work their way through.
2. Participants sustain their progress over very long periods of time - up to and beyond ten years after the training, with the peak period for progress being between one and five years. People are maintaining their progress, commitment and activities many years after the initial training. Networking is surprisingly active with 20% of Springboard participants still meeting with the group they met on the course, between 4 to 5 years after the training. An extraordinary 11% of Springboard participants are still meeting with their group over 10 years after their training.
3. Personal development training directly provides tangible business benefits:
For example:
 - (a) A third of respondents can provide evidence of saving costs at work.
 - (b) Two thirds of respondents can provide evidence of using resources better at work.
 - (c) Three quarters of respondents can provide evidence of their improved problem solving at work.
 - (d) Over two thirds of respondents had taken on more responsibilities at work.
4. We don't have to take their word for it because other people notice these improvements: Over two thirds of respondents said that other people not only noticed, but actually commented on the positive changes in the respondent (following their personal development training) and roughly two thirds said these changes were reflected in their formal appraisals.
5. Managers need to be giving staff more opportunity, recognition and praise: A third of respondents cite a 'Lack of opportunities' and a quarter cite 'Lack of recognition' as the main aspects holding them back now. This confirms other research surveys which identify managers' lack of encouragement and support as a major factor in staff morale.
6. Older participants report greater improvements than younger ones.
7. Black and minority ethnic women report greater improvements than white people.
For example; 82% Black and minority ethnic people said that the programmes had a positive impact on their work /life balance against 66.5% of white people.
95% of Black and minority ethnic people said they were now more open to change, against 82% of white people, and 95% of Black and minority ethnic said that they had better communication skills now, against 82.5% of white people. 95% of Black and minority ethnic people reported having positive attitude after the training, against 86.5% of white people.