

**the
springboard
consultancy**

the UK's leading
personal and
work development
consultancy



www.springboardconsultancy.com



1 What can we offer you?

The Springboard Consultancy is a world-leading international training and development company.

We are passionate about delivering authentic, proven and diverse courses to inspire and empower everyone to fulfill their potential.

Everyone can benefit from our specially designed and targeted programmes: apprentices, students, graduates, women, men, managers, senior managers and older workers.

While our heritage is built around the award-winning 'Springboard Women's Development Programme' we now offer a full range of development courses for individuals of all ages and gender, which will challenge and develop, benefitting the individual, their employer, family and community. We have everything you need to shape your future.



Individuals can join a programme delivered through a vibrant international network of highly professional licensed trainers in locations around the world.

For employers, we can run these courses for you, or you can pay a three year licence to run the courses yourself.

Under the licence, we'll train and support your in-house team to get the best out of the range of courses we offer.

Contact us today for more information:

+44 (0)20 37 94 6730

office@springboardconsultancy.com

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Starting out

Whether you are completing university, have just graduated or starting as an apprentice in your first role, we can help.



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Boost

Is a personal and work development programme for men and women who are relatively new to the working world, and in the early stages of their careers.

Whether in full time or part time jobs, in apprenticeships or traineeships and any age, Boost instills a positive sense of direction, boosts confidence and teaches essential skills that will enable rapid progress towards achieving your goals. And for employers, Boost enables staff to get to grips with their career goals and make the most of their potential, becoming a contributory employee much faster.

Sp

Sprint

Is the ground-breaking new professional development programme for undergraduate women with a special version available to address the issues for post-graduate students and researchers. It addresses the study and career issues faced by women at university and was developed in collaboration with the University of Cambridge, and more recently with the University of Oxford. Sprint can help to close the gender pay gap and support women in achieving their goals and aspirations.

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Empowering the individual

For those wanting to realise their true and full potential the first step is to know about yourself and have time to build your confidence, set goals and be able to communicate them effectively in a safe space

whilst dealing with all the challenges life throws at you. Springboard and Navigator looks at you as a whole person and can help you make the changes you need in your life.

S

Springboard Women's Development Programme

Is our unique, award winning programme that has been successfully running since 1989. This programme enables women to give more and get more out of their lives and careers, and builds confidence, assertiveness and a positive image. It provides the tools to inspire and empower women to change their lives. For employers it can help to build a more diverse talent pipeline, address the gender pay gap, unconscious bias and increase diversity and inclusion.

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Navigator

Is the first UK development programme for men where they examine their home and work life to identify practical and realistic steps to fulfil their potential. It helps men to identify clear, practical and realistic steps that they want to take at work and at home. It helps men address changing societal roles, modern life and maintain work life balances which allows them to renew enthusiasm and motivation. For employers it can help to build more effective team working, build resilient staff and help promote greater diversity and inclusion.

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Moving up

If you are new to a management role or are approaching a management role, understanding your career aspirations and goals is important. For those who have previously participated in the Springboard Women's Development Programme or Navigator, the mens works and personal development programme, we can offer Spring Forward as the next step.



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Spring Forward

Is a challenging and inspirational course, that will help clarify career aspirations, set stretching, yet realistic goals, improve motivation and provide a more focussed and positive attitude.

And for employers, it reduces the time taken for people to settle into a management role, improves their work performance, gives newly promoted managers the skills and confidence in adapting to their new role and supports people in considering a management role.

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Second chances

Not every career runs forever. Career breaks are more usual, parents take time out to look after children or to be carers, while life after redundancy is becoming more and more common. Most of us who have been in work for some years find ourselves living with the consequences of decisions we may

have made many years ago. However, our circumstances may now have changed and our work and personal goals may need to change as well. Fresh Steps can help you reassess your priorities and help you to make changes or rejoin the workforce.

fs

Fresh Steps

Is an innovative personal and work development programme for anyone who wants to reassess where they are in their lives and work, review their new priorities, explore new possibilities and set new goals. It helps with adjusting to change and re joining the workforce after a break. It makes you challenge your thinking in a positive way, allowing you to re-group and re-focus on your goals in life and rediscover yourself.

And for employees it helps deal with the trends in demographics, legislation and employment, as well as access the untapped potential and intellectual capital in their staff. It can give employers a boost in self confidence and motivation with more self awareness improving work performance. Fresh Steps can be part of re-focusing staff, an employers redundancy package preparing staff for the future or re-introducing talent into the work place after a break.



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6 Breaking the glass ceiling...

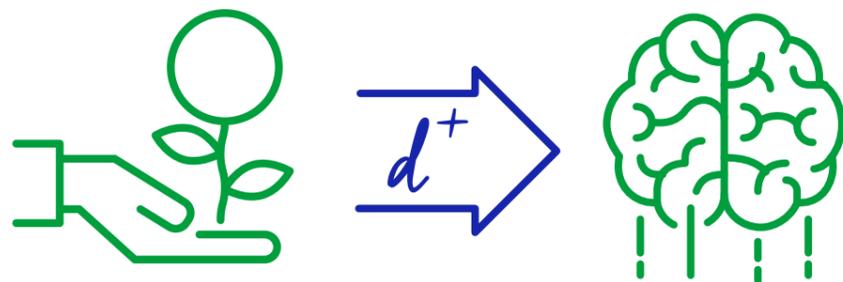
With women approaching the top of organisations, the development issues are often highly specific to the individual and the organisation so Development Plus is a bespoke programme, researched, tailored and designed each time.



d+ Development Plus

Is unique to us. Originally commissioned by the UK Home Office, this challenging and highly specialised development programme has been designed to tackle the issues for women approaching the 'glass ceiling'

We tailor and deliver the programme ourselves and do not license trainers for Development Plus.



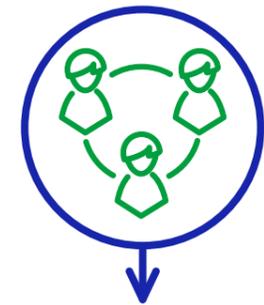
7 Why us?

Firstly it is the spirit of The Springboard Consultancy and its core values of professionalism, integrity, respect, innovation and service underpinned by TRUST. Our beliefs and values provide the cornerstone to our relationship with our trainers and clients and allow us to understand your needs for your journey to achieve your dreams and vision.



INNOVATION

We put face to face training at the centre of what we do as we believe that building those all-important relationships in a safe space results in the most effective life changing opportunities.



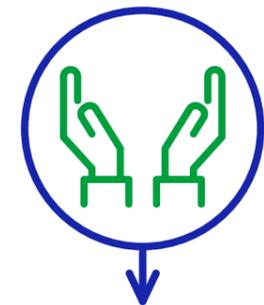
EMPOWERMENT

By using training as a means of enabling each person, especially women, to develop themselves so benefiting the individual, the employer, family and community.



DIVERSITY

Our expertise has widened over recent years to include men-only and mixed gender programmes to work towards greater equality in society.



HERITAGE

We were established in 1989, and since then have trained over 250,000 people, giving them the help and guidance to improve their lives and careers through better social inclusion.

8 Success and testimonials

Employers

'Any business that doesn't recognise women's role in making it successful will inevitably fail.'

Moya Greene,
CEO, Royal Mail

'Springboard is part of our corporate DNA now and an integral part of our gender strategy.'

Kay Clements, Diversity & Inclusion Manager, Royal Mail, Human Resources

'Today's Springboarders accept accountability, take control of their career progression and are much more empowered. They believe they can influence change.'

Rolls Royce

'The Springboard Consultancy offers a well planned and consistent approach in their programmes, and they evolve to suit the current climate and needs. Also, their support in terms of the person and the programme is exceptionally good. That's why we chose them to provide our staff's development training.'

Individuals

'It has given me a fresh perspective on who and where I am now at 55. It has emphasises positive aspects of where I am and how I can take control and approach older age optimistically.'

'Excellent, allows involvement, no limitations on achievements, encourages new vision.'

'My outlook on life has changed and I feel more confident which has fed through to my home life. I am a more positive role model for my children.'

'Excellent tool, rare opportunity and wonderful self development which equips you to bring about positive change in yourself and ultimately your organisation.'

'It revolutionised the way I deal with problems and feelings.'

Our clients



We work globally

Our unique network of 400 licensed trainers – 200 in the UK, and 200 around the world - means we have a passionate and caring team based in over 44 countries, delivering world-class courses, with proven results to 53 universities as well as major corporations and public sector bodies.



We are owned by Instructus

Springboard Consultancy joined the Instructus Group in 2015. In line with SBC, Instructus is dedicated to creating and developing the skills needed by individuals to succeed in their professional life. They provide life-long learning, training and consultancy to upskill people in core business skills.

With its established background as a not-for-profit education provider, Instructus is a market leader in the development of work-based education and a strategic partner of choice for the vast number of learners and employers in the UK.

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