

BOOST



for people in the early stages of their careers



Getting the most from your staff, apprentices and trainees has never been more important

BOOST is a personal and work development programme for people in the early stages of their careers.

BOOST does exactly what it says. It enables people to:

- make decisions and set career goals
- participate actively in skills training
- boost confidence
- boost personal effectiveness
- deal with colleagues and customers better
- assert themselves at work
- manage their time and energy better
- understand how power works
- take clear, practical, realistic steps in careers and personal life
- benefit from mentoring and work shadowing

the**springboard**consultancy

growing people and organisations



People are a huge investment for employers and yet many people report using only a small part of their capabilities at work. This unused potential is a dormant resource. People starting out in work, or with minimal work experience, can take a while to settle into the work culture of an organisation and understand what they need to do to further their careers. They may also need a focus for their careers, practical plans of how they will get there, mentoring support, work shadowing, wider knowledge of the opportunities open to them, improved communication skills and more confidence to make things happen.

Enlightened employers do not leave staff to muddle through on a 'hit or miss' basis, but provide them with the support and opportunities to develop to their full potential at work. BOOST provides exactly the structure, process, materials and support networks for this to happen.

What is the BOOST programme?

BOOST is the new wholistic personal and work development programme which enables people in the early stages of their careers to give more and get more from their current work or apprenticeship scheme, as well as planning for their futures. BOOST was commissioned by, and has been piloted inside large organisations and is now openly available.

Who is it for?

BOOST is for all people in the early stages of their careers and work life. It is suitable for people of all ages and in all walks of life.

BOOST is for employers who want to make the most of staff with potential.



What does it consist of?

Delivered over several weeks, it consists of the following ingredients:

- four one-day workshops filled with lively, thought-provoking activities
- an attractive and comprehensive participants folder which is used during the workshops and in the time between workshops
- a support system of mentors, providing development for the mentors as well as the participants
- guest speakers to provide role models, inspiration and examples
- opportunities for work shadowing
- a network of people learning and developing together, involving people from other parts of the organisation

BOOST can be run for mixed-gender groups or in single-gender groups as part of a Diversity and Inclusion initiative.



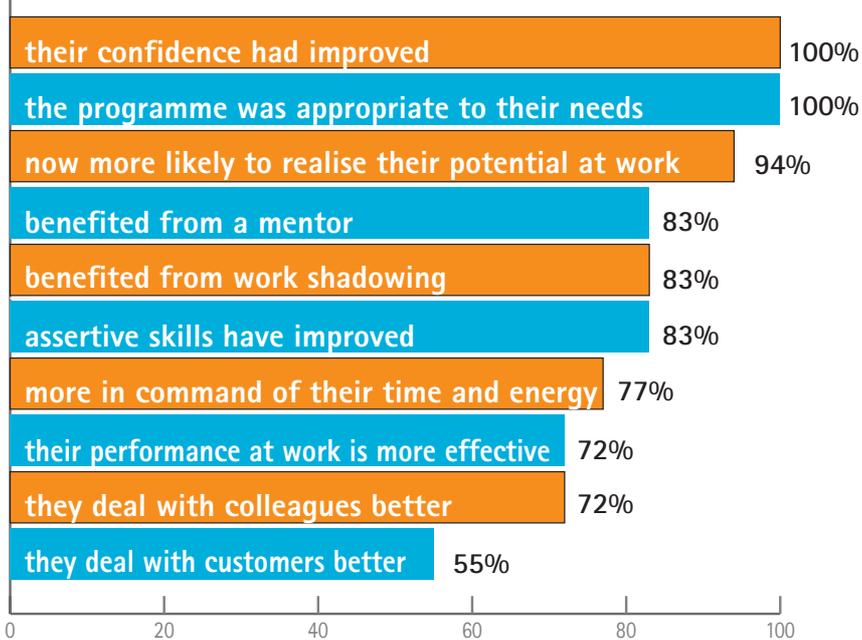
What does it cover?

- assessing yourself
- dealing with change
- setting priorities
- dealing with stress and pressure
- work shadowing
- peer support and learning
- identifying strengths
- physical and mental fitness
- developing emotional intelligence
- setting goals
- personal power
- political intelligence
- assertiveness
- putting yourself across positively
- increasing your visibility
- giving and getting support
- taking responsibility for yourself
- building constructive relationships



How do you know it works?

Results from participant evaluations are:



“ The programme has helped me develop a focus and a direction to my work. Through various skills/techniques my work/involvement has already improved. Through the networking and mentoring I have gained visibility and an insight into other areas of the business. ”

“ The programme was very beneficial to my needs. It has provided me with the drive I need to get out, seek opportunities to do better and get to where I want to be. ”



Participant's line managers say:

They're far more proactive, engaged and on the ball.

There is a change in their understanding of what they can achieve.

He's far more confident in expressing his opinions

They're more focused and happier in their role.

They interacted well with the course content and are beginning to focus on their own development.

They are clearly focussing on their skills and reviewing the options available to them.



“ I have really focused on where I want to be, what my skills are and what I need to do to get there. The programme has given me clear career goals. ”

How do you access the BOOST programme?

The BOOST programme is delivered exclusively by The Springboard Consultancy and by trainers who have been especially trained and licensed by us. We train and license trainers inside organisations and freelance trainers who want to add BOOST to their portfolios. BOOST trainers courses are offered regularly. Contact us for more information.

“ This has been a great experience and an extremely useful programme. It not only works on your professional role but the whole you, and this in turn impacts on your professional role. ”

What about people later in their careers?

Spring Forward is the work-orientated programme for people either new to management or approaching their first management role. An ideal next step for BOOST participants, as they move into management.

Fresh Steps is the programme for people mid-career, to reassess where they are in their work, consider new possibilities and set new goals.

Springboard is the award-winning women's development programme used by hundreds of thousands of women worldwide and specifically addressing the issues of non-management women - at any stage in their careers.

Navigator is the comprehensive 'brother' programme to Springboard, addressing personal and work development issues for non-management men - at any stage in their careers.

The Springboard Consultancy

The Springboard Consultancy is the innovative, award-winning training consultancy which is regarded as being the UK's leader in work and personal development training. It is part of Instructus Group – the largest UK provider of apprenticeship schemes.

Our track record is of producing pragmatic and cost-effective programmes of the highest quality -delivering a wealth of practical outcomes for our client organisations and their staff.

We are unusual in also training and licensing other trainers to use our materials.

We've been told that our trainers' courses are 'the best in the business!' Although based in the UK, our process of training other trainers to deliver our programmes means that 240,000 people have used our programmes in 40 countries around the world.

“ Has opened my mind to become pro-active with my career. Hearing speakers and having a mentor makes me feel supported enough to progress. ”

To find out more, contact:

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