

# Springboard<sup>®</sup>

women's development programme

Getting the best out of your staff  
has never been more important



The Springboard Women's Development Programme is the extraordinarily successful development course for women. Used by employers across the UK because it delivers results:

- Improved ability to deal with change
- Enthusiasm to take on more responsibilities
- A boost of positivity and confidence
- Improved problem solving
- Highly motivated and more focussed staff
- Improved customer service
- Hugely improved communications
- A vast contribution to Diversity objectives

the**springboard**consultancy

*growing people and organisations*

Winner of several awards for innovation and quality, the Springboard Women's Development Programme enables women to give more and get more out of their work. They identify where they are going, and then develop the skills, 'can-do' attitude and the confidence to get on with it. All useful assets at any time, but especially valuable to organisations dealing with change.



## Who is it for?

For all employers wanting the benefits of developing a traditionally under-developed sector of staff: non-management women. Of course, developing people is good management practice anyway, but there are countless organisational benefits as well of having staff full of enthusiasm, ideas, skills and the energy to succeed – especially in difficult times.

Springboard is specifically designed for all non-management women – be they manual, clerical, technical, administrative, medical, research or professional staff, or in the police or armed services. It's great for women from all backgrounds, ages and stages of their lives.

“ The Springboard programme is highly relevant to the NHS today, as it goes through a major period of change. The programme is cost effective and meets the organisation's needs by developing the individual who becomes more effective at work. I can thoroughly recommend it for any NHS Trust. ”  
Rainy Faisey, Deputy Director of HR  
Oxford Radcliffe Hospitals NHS Trust

## What does it consist of?

Delivered over three months, it consists of five simple, and yet powerful, ingredients, all grounded in reality:

1. The superb Springboard workbook, regularly updated and covering all the material for the entire programme – there's no need for anything extra.
2. Four action-packed one-day workshops spread over three months. Staff are only out for one day a month.
3. Inspiring role models – people that staff can really relate to, and who will put a spring in their step.
4. The encouragement of effective networks within the group, so their progress becomes self-perpetuating.
5. A local support system to keep them going.

## How do you access Springboard?

The Springboard programme is delivered exclusively by us, and by trainers who are especially trained and licensed by us. This means you get the best value from the programme. Contact us to deliver a programme for you, or to ask us about the trainer licensing process. Having your own internal trainers delivering the programme is bound to be a cost-effective option worth considering.



## What results can you expect?

In a recession, there may not be many promotions available. After attending the Springboard Women's Development Programme, some women steam up their career ladder or gain new qualifications. Others stay in the same job, but with a new sense of purpose, an open approach to change, and a more positive attitude.

The managers of participants report being delighted with the changes in their staff. These changes have a knock-on effect, enabling the managers themselves to perform better. They say their staff are more focussed and confident after attending Springboard. Participants bring their managers solutions instead of problems, take on more responsibility, are more positive and have improved communication skills.

Here is a selection of the impressive results you can expect:

84% of participants say they are **'more open to change'** since attending the Springboard Women's Development Programme.

83% say they have **'a more positive attitude'**.

80% say they have **'increased confidence/self esteem'**.

79% say they are **'better at managing change'**.

78% have **'taken on more responsibility'**.

75% say they can provide evidence that they are **'better at problem solving'**.

67% can provide evidence that they are making a **'better use of resources'**.

## What about a programme for men?

The Navigator development programme for men does exactly the same job as Springboard – but for non-management men. For added benefit, run both programmes. Contact us for details.

“ 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, Chief Constable,  
Cambridgeshire Constabulary**





## Client list

The Springboard Women's Development Programme has been used by 200,000 women inside a wealth of organisations throughout the UK. They include:

- Cambridge Constabulary
- Derbyshire County Council
- Derbyshire NHS Trust
- Devon and Cornwall Police
- Dorset Police
- Foreign and Commonwealth Office
- Harrow and Hillingdon Healthcare Trust
- Intellectual Property Office
- Learning and Skills Council
- London Borough of Hammersmith and Fulham
- London Borough of Wandsworth
- MITIE Group
- National Grid
- Oxford Radcliffe Hospitals NHS Trust
- Rolls Royce
- Royal Borough of Kensington & Chelsea
- Royal Mail
- The Scottish Environment Protection Agency
- University of Cambridge
- University of Oxford
- University of Warwick
- University of St Andrews
- University of Stirling
- West Midlands Police
- William Hill

“Not only have the individuals benefitted from gaining extra increments, upgrades and qualifications, but the University has benefitted, as can be seen by the wide range of additional responsibilities that the women have assumed since attending the programme. ”  
**Debbie Greenwood, University of Leeds**

## The Springboard Consultancy

The Springboard Consultancy is a well-established, specialist training consultancy with an exemplary reputation for producing leading-edge, pragmatic and cost-effective programmes for a wide range of client organisations. With an environmentally-friendly residential training centre and office in the UK, the Springboard Consultancy delivers a range of innovative programmes, in 30 countries around the world, through an international network of licensed trainers.



Jenny Daisley and Liz Willis, the creators of the Springboard Programme, are also the Chief Executives of the Springboard Consultancy, and personally deliver our highly regarded trainer licensing courses.

“The programmes were really well received by our staff, and made a huge difference to people at a time when it was opportune to evaluate where they were at work, at home and in life.  
**Phil Quinn, Head of Learning and Development, Learning Skills Council**

I would recommend this course to anybody. It has already helped me immensely, with both work and personal subjects, in such a short space of time. It has kick-started my motivation and I will continue working towards my goals with help from the workbook. ”

**Jacqui Stanley, National Grid**

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