

Springboard cascades across India

An exciting and ambitious initiative, organised and funded by **The British Council India**, will result in a further 1,600 women participating in the award-winning Springboard Women's Development Programme across the North, East, Central and Southern regions of India between October 2005 and January 2006.

trainers to experience the programme firstly as participants. The taster was a resounding success and most of the women were then keen to go forward and become trainers.

After a selection process, eleven new trainers have just spent two weeks with Jenny Daisley, the Springboard Consultancy's Chief Executive, and

delivering the Springboard Programme will also substantially enhance their other work in the Women's Studies Centres.

This substantial project builds on the Springboard Consultancy's on-going collaboration with The British Council in India, which was started by Liz Willis and Mrs Kamal Singh MBE in 1996. Since then, in partnership with the **Standing Conference of Public Enterprises (SCOPE)** and the **Bureau of Police Research and Development, India**, 16 trainers were licensed and have delivered Springboard programmes to over 1,600 women across the country, with excellent and enthusiastic results.

In his opening address to the recent trainer's course, Mr Rakesh Sharma, Director of the Uttaranchal Academy of Administration welcomed the initiative and recognised the need for sustainability in the empowerment of women in India. We are delighted that Mrs Kanchan Bhattachary, Director General of the **Uttaranchal Police** gave the valedictory address, especially as she is the very first woman Director General of Police in India.



The group of new Springboard trainers with, front row: Kamal Singh (third from left), Kanchan Bhattachary (third from right), Jenny Daisley (second from right) and Dr Veena Sethi (right).

This substantial project, led by Mrs Kamal Singh MBE, Head of Governance and Social Justice, The British Council India, will be delivered by a newly selected, trained and licensed team of Springboard trainers working in partnership with the **Women's Studies Network** (a collaborative venture between The British Council and Women's Studies Centres based in 24 universities across India).

The project started in July 2005 with a 'taster' event in Delhi, run by Mrs Radha Swaminathan and Mrs Saroj Kaushal, (who were both part of the first group of Springboard trainers in India), and enabled 26 potential

Dr Veena Sethi, one of the most experienced Springboard trainers in India, on a trainers' licensing course hosted by The **Uttaranchal Academy of Administration** at Nainital.

These women are mostly senior academic staff from universities and institutes of technology whilst three are from the **Indian Police Service**. Dr Veena Sethi is also producing a special version of the Springboard materials for use in the project. Not only will the trainers be cascading the Springboard programme to 1,600 women in a very short space of time, but many of them have already declared that the philosophy and methodology that they've learnt for



Some of the new trainers in discussion

Metropolitan Police 'Spring Forward' trainers lead the way

Following the success of the 'Spring Forward' programme delivered by The Springboard Consultancy's Chief Executive, Jenny Daisley, for the **Metropolitan Police Service (MPS)** during 2003/4, twelve police officers and police staff who had participated in the programme have been selected, trained and licensed as trainers, enabling them to deliver the programme themselves in-house. The programme, (which has been internally co-titled 'Encompass'), had an auspicious launch in May when the Commissioner, Sir Ian Blair, demonstrated his commitment to women's development in the Service by opening the first programme himself. He said, 'One of the key themes that emerged from the extensive internal consultation we've conducted is developing improved performance and practices with regards to recruitment, retention and progression. Women are underrepresented at every police officer rank in the MPS and at senior police staff levels, and making the Encompass 'Spring

Forward' programme available is a direct response to the concerns and needs that were raised. This year saw the appointment of the first woman member of our Management Board in the 175 year history of the police Service but we still have a long way to go and this programme is one way of focussing staff on their potential and encouraging them to excel'. Tracy Ampah, the MPS programme manager, says that 'Encompass' is the most significant training of its kind the MPS has ever undertaken and is proving extremely popular, with many of the programmes over subscribed. She added that particular praise should go to the trainers, who volunteered to deliver the programme in addition to their normal duties and embody the spirit of motivated and empowered women. The intention is to roll the programme out across the Service to 500 women managers by March 2006.

This ground-breaking initiative has attracted interest from the national press, with Denise Milani, Deputy Director of Diversity for the MPS prominently featured in a recent edition of 'Training' magazine.



Metropolitan Police Commissioner Sir Ian Blair addresses a Spring Forward Encompass group



The network of Metropolitan Police trainers with Jan Morris, (seated left) Jenny Daisley (seated centre) and Tracy Ampah (seated right)

Chief Constable gives her support in South Wales

The Springboard Womens' Development Programme is up and running in **South Wales Police** with four successful programmes having already been delivered by in-house trainers Cath Parker and Moira Randall. Guest speakers came from a wide range of jobs in the

police, including Sue Bowes-Evans, Chief Commandant for Special Constables. Ms Barbara Wilding, the Chief Constable of South Wales Police, has given her whole-hearted support and awarded the certificates to the participants on the final day of the three month programme.



Springboard participants from South Wales Police with Ms Barbara Wilding, the Chief Constable of South Wales Police (centre), Moira Randall (centre left) and Cath Parker (centre right).

Springboard in demand at Notts

Nottinghamshire Police have become big fans of the Springboard personal development programme for women. They've recently completed their fifth programme with freelance licensed trainer Kim Morgan, and at least another two are planned for later this year. So popular have the programmes become that each time they are advertised, they are heavily over-subscribed.

'The Springboard programme is aimed primarily at police constables and staff equivalent grades,' said Kim. 'It's aimed at helping all women at work – it helps you to be the best you can be.' Assertiveness, setting goals, finding support and balancing the demands of home and work are among the topics covered.

More than 160,000 women around the world, including a fast growing number within the police in the UK, have now participated in the Springboard and Spring Forward programmes. Contact us on 01271 850828 for more details.

Personal development delivers results

89% of **Springboard** participants report a greater motivation at work – over 10 years after completing the programme.

82% of **Navigator** participants report being better at managing change and at making decisions.

These are just a small taste of the cornucopia of information and statistics that have been piling up in the Springboard Consultancy office, in response to the research questionnaire that we sent out earlier in the year. The objective of the research is to discover the

business benefits of personal development training and the evidence so far supports what many of us have suspected – that personal development training benefits the bottom line. The final report, due to be published soon, will support your business case for running any form of personal

81% of **Spring Forward** participants report being more able to deal with difficult situations.

81% of **Superworking** participants say they have a more positive attitude.

development training by providing you with the statistics to prove it. If you are a personal development trainer, an HR professional, or a training or diversity manager this report will be a 'must'. To order your copy, call Kathy Connell on 01271 850828 now.

Cambridgeshire Constabulary notches up two firsts

Not only is **Cambridgeshire Constabulary** the first force in the Country to run the Navigator men's development programme, it is also the first force to actually do this in parallel with the Springboard Women's Development Programme. A total of 60 men and women have participated in the first programmes which were launched in May this year.

The programmes sponsor, Acting Chief Constable Julie Spence, believes that the force needs to provide some personal development opportunities for staff and this was the catalyst to introduce the programmes, and clearly there is an appetite for them.

The programmes were delivered by the co-developer of the Navigator programme, James Traeger, and experienced Springboard trainer, Julia Zorab.

'The first Springboard programme has been a huge success and examples of what the women have gained are varied, some life changing and others small, but

all extremely meaningful to the individuals concerned, which has been great to hear,' added Amanda Rickwood, the Springboard co-ordinator, who has proudly received an Assistant Chief Constable's Commendation for her enthusiastic work



The pioneering Springboard group with Acting Chief Constable Julie Spence (kneeling centre front in yellow shirt) and Julia Zorab immediately behind.

on this pioneering project coupled with other achievements within her role. The first Navigator programme – which

finishes in September – has also proved very popular. Programme co-ordinator Rizwan Raheemulla said the initial feedback was encouraging. 'Excellent, great, interesting, productive, an eye opener and positive, are all phrases I heard from the men after only the first workshop. Sometimes personal development is neglected and ignored and it's good to see this organisation investing in staff's personal development.'

Mrs Spence is clearly pleased that her investment is being so well received and commented, after her visit to some of the workshops: 'The energy and enthusiasm was tangible. My vision and the reason I invested in both programmes was to enable individuals to unlock their potential and really see what they were capable of achieving; then set themselves on a path to achieve it. The evidence was the investment is paying off – it is now up to the individuals to build on this start whilst being supported by the organisation'.

Rugby Borough Council



Springboard participants with Carol Bradford (right, back row) on their last day.

Carol Bradford, Head of Legal and Admin at **Rugby Borough Council** recently awarded certificates to the successful participants at the end of their Springboard programme having also been the guest speaker for the final day. The programme was delivered by freelance trainer, Patricia Cresswell. This was the fourth Springboard programme run by the Council, along with the second Navigator Mens' Development Programme run by freelance trainer Chris Gunning.

Spring Forward in Birmingham

The first Spring Forward programme in the **University of Birmingham** has just finished, with participants being entirely past Springboard and Navigator participants. Licensed trainer Patricia Cresswell received such a positive and enthusiastic response that another Spring Forward programme is already being planned. Access our website www.springboardconsultancy.com for information about this and all our other programmes.



Patricia Cresswell (far left) with the Spring Forward group in the University of Birmingham

Superworking and Springboard in Sussex



Sarah Morgan (front left) with the invigorated Superworking group



The second group of Sussex Training Consortium Springboard participants with Sarah Morgan (seated, second from left).

Sixteen senior managers from local authorities in Sussex (Mid Sussex, Crawley, Rother, and Eastbourne) got together to take part in the UK's first ever local authority Superworking programme, organised by the **Sussex Training Consortium** and facilitated by Sarah Morgan. In the course of four workshops, the participants discovered how to increase their energy, reduce their stress and become more creative and flexible in their approach to work, while also improving their work-life balance. The innovative Superworking

participants felt that the programme had increased their energy, and that they were now better able to cope with stressful situations at work, and the majority also reported better work life balance, and greater creativity in dealing with problems.

Meanwhile, Sarah's collaboration with the **Sussex Training Consortium** has also resulted in a second, very successful Springboard Womens' Development Programme being run. Women from a wide range of local authorities participated with enthusiasm and the networking across organisations was an added bonus. 'Incredibly useful.' commented Nikki Stubbs from **Rother District Council**. 'Excellent trainer – I recommend every woman to do this course.' says Gill Burt of **Lewes District Council** and 'Fantastic course.' enthused Claire Billinger from **Hastings Borough Council**. A third programme is planned for 2006.

Pat Baillie

We are saddened to hear of the untimely death of Pat Baillie, from the Queen's University in Belfast. Pat was responsible for contacting Springboard trainer Gloria Gilfillan, for the introduction of the Springboard programme into the university in 1996 and for the ten programmes that have run since. Pat remained an enthusiastic and energetic supporter of women's development inside and outside the university and is sadly missed by her colleagues in the Staff Development Unit and the women of Queens University. Gloria, who delivered all the Springboard programmes for Pat, said: 'Pat simply was Springboard in the University.'

approach came as quite an eye opener to many who were expecting a traditional management course; **Mid Sussex District Council's** Democratic Services Manager Paul Anderson admitted that he was initially sceptical, but remarked 'By workshop three I was a convert!' Many people commented on the positive impact of the programme – Jan Lear (Principal Environmental Health Officer, **Mid Sussex**) reported that she found the programme had made her more focused, enabling her to achieve more in the time allocated and even improving her sleep! Nearly all the

Holwell in the news

A full colour, double page spread about **Holwell**, our residential training centre in Devon, appeared in the September edition of glossy up-market magazine 'Devon Life'. The magazine focussed on the eco-friendly aspect of our recent renovations. Meanwhile, the new buildings were officially opened on 21st July when 65 guests gathered to celebrate the end results of the building work, to hear from Liz Willis of the Springboard Consultancy and David Gale the architect, about the work of the consultancy and the special eco-friendly features of the building and to have a good look round. Come and see it for yourself!

A fresh face in the front line



New staff member Kathy Connell

When you contact The Springboard Consultancy office, the chances are that your call or email will be answered by Kathy Connell. Kathy is our new course and office administrator – in other words, the person who is getting us all organised and keeping everything running smoothly! Kathy and her family are moving to North Devon from Oxfordshire, so, what with finding a new school for her two children, moving house and both herself and her husband starting new jobs, all at the same time - she's a very busy woman!

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