

CASE STUDY



We have developed a very close partnership with Kevin and the PGS Team over a period of several years (2004-present) with the development and implementation of our Management Development Programme.

What did you do?

EH Smith: The HR team at EH Smith identified key objectives to develop trainees and potential managers of the future, which linked to board level objectives to create Succession Planning throughout the business. We carefully researched the market for companies that could provide bespoke packages to work closely with us to design and deliver a training programme that prepared our staff for the future needs of the business.

Why did you go down this particular avenue?

EH Smith: The Management Development Programme provided a safe learning environment for employees which included exposure to management level decisions and raised commercial awareness. Through action learning, business simulation, numerous workshops and very specific one to one coaching programmes, we have successfully developed employees and supported their career progression to management positions throughout the business.

How do the staff and customers who participated feel that it helped them and the way they approach the business and your relationship?

EH Smith: The PGS team approach was considerably different from any other training companies employed by EH Smith. They proved that learning can be a life changing experience for some individuals; especially those participating in the challenging Action Learning activities. Activities were carefully selected to allow all delegates the chance to lead and grasp the learning experience, which resulted in transferable skills in the workplace.

What benefit do you feel there has been to the business?

EH Smith: "Significantly, the partnership that we have developed with Kevin and the PGS Team was devised as part of a strategic plan that we designed together, this has had a major impact on the career development of our trainees, managers and their teams for more than 20 years.

The Leadership Development and Coaching Programmes have been fully integrated into our business strategy and helped us to achieve our key objectives for building succession and personal development in our leadership team and indeed across the business as a whole.

Working on a combination of key disciplines from identifying talent to developing new and existing managers, our partnership with Kevin has been instrumental in helping us to build a fully integrated and very successful programme for Talent Management at all levels of the leadership spectrum for EH Smith.

It is a pleasure to work with Kevin and the PGS Team; their refreshing approach is both professional and inspirational, as they genuinely care about our people and their achievements."

Adele Chambers - HR Director - EH Smith Limited

