



## Investing in your talent... Building energy and engagement



Talent Development is a leadership and team development programme that will help you to grow existing and future leaders.

*Training support from the Merchant Industry Specialists*

**If you are looking to develop, motivate, inspire or evaluate your team then we can deliver results.**

For team building and leadership development that truly connects with what your people do in the workplace then working with the BMF PGS Team are the perfect fit. We focus on delivering tools, techniques and results which are totally transferable back into the working environment.

If you need to improve communication, productivity or creativity, we can provide solutions through our trusted and proven specialism in leadership development using action learning and personal coaching.

## Background

For the past twelve years we have been building a leadership and high performance team building practice that specialises in building resilience and elite behaviour in leaders.

We specifically look at their ability to lead in change and uncertainty. The people within our company design and deliver programmes, providing guidance, support and consultancy for individuals, teams and organisations that help them to do the following:

- Generate a clear sense of direction and purpose.
- Develop a better understanding of themselves and how they connect with those around them.
- Unify others by building commitment, ownership and trust with authenticity.
- See, create and take opportunities without fear of conflict.
- Create an inner strength that they and others can draw on when faced with obstacles and challenges.
- Know and believe in who they are and what they do, both individually and collectively.

Our specialist team have all held senior leadership positions and operated in a variety of environments from business to education to the Special Forces, and have stories to tell of success and failure and what makes the difference between the two.

## Quality and Ethics

We have designed top quality leadership development and training solutions on a regional and national scale and at individual, team and organisational level in the Builders Merchant and Supplier Sectors.



We pride ourselves on working in partnership with our clients integrating our interventions with existing programmes and cultures in order to develop the individual, build the team and achieve operational and strategic excellence.

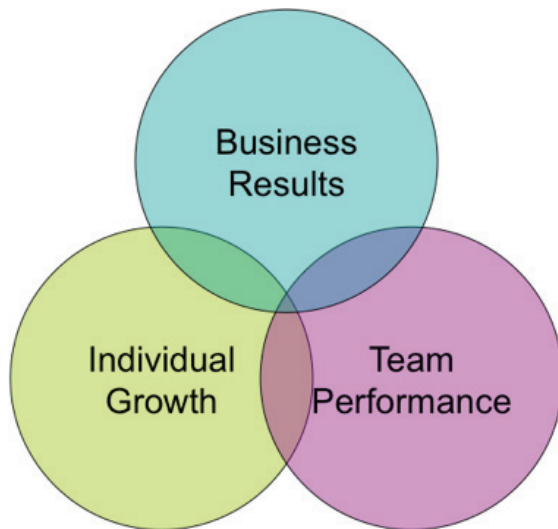
As an organisation, these core values underpin our work: Integrity, Trust, Respect, Pragmatism, Determination, Challenge, Support (We help our clients win)

## Leadership

A lot of businesses and organisations concentrate their people development on product and technical knowledge and in turn promote the people who are best at this into team leaders or management positions. We believe that each individual progressing into a leadership role should be given the best possible chance of success and that means a tailor made program for personal development. We design talent pool evaluation, junior and senior team leader succession programmes for businesses of all shapes and sizes.

## Team Building

Team building and teamwork are vital components for every successful business and we concentrate on making all of our programmes, leadership evaluation, assessment programmes and action learning packages to be focused on your needs.



## Integration

We take a 'whole systems approach' to our work. This means that we consider the links between individual elements so that the 'whole picture' is taken into account. The programme will consider the 3 elements of Business Results, Team Performance and Individual Growth, at times considering them independently, at others focusing on where they overlap.

## Phased Approach

For your team development we will also undertake a Myres Briggs questionnaire, Belbin individual and team profiling plus one to one interviews. This allows us to show the team their communication preferences and how it affects other team members. We would want to interview each team member as an individual and as part of the team. This allows us to judge where they are on the Lencioni pyramid in the five key areas of the Five Dysfunctions of a Team, we also have a questionnaire that we use for this as well.

The programme for the team is conducted over three phases over a 3-6 month period. With individual coaching and mentoring in addition where necessary



## Coaching

Coaching has become one of the leading tools that successful people use to live extraordinary lives. Through regular coaching sessions, our clients identify what is most important to them and align their thoughts, words and actions, accordingly. As your coach, we work with you to identify what you want, personally and professionally. We support you in achieving a business, and in some cases a personal life, that you really want and will love.

### *As your coach we will:*

Encourage you to set goals that you truly want. Ask you to do more than you may have done on your own. Help you to focus better in order to produce results more quickly. Provide you with the tools, support and structure to accomplish more.



### *Who works with a coach?*

Entrepreneurs, business owners, professionals, and people embarking on personal development or career transition are some of the people who typically work with a coach. Regardless of their professional endeavour or place in life, all of our clients have one thing in common: they are all successful, resourceful, and intelligent individuals who want to get even more out of their lives.

### *What professional athlete has not used a coach to win?*

Andy Murray is one of the best players in the World and has achieved the number 1 ranking. Olympic Gold and numerous Grand Slam victories and yet he understands the value that comes from having someone work directly with him, someone to point out things he can't see, someone to keep encouraging and challenging him to achieve his greatest potential. That's who we are for you. Coaching is like having a personal trainer for your business life!

## The benefits

- Improved motivation
- Improved communication
- Heightened productivity
- Speedier response to customer needs
- Increases flexibility of structure
- Enhanced product / service quality
- More focused customer care
- Engages empowerment
- Reduced costs
- Increased creativity / problem solving
- Personal and team development
- Engages shared responsibilities
- Greater self-awareness - self directed
- Better understanding of team colleagues

*“The ‘Building Talent’ programme, created and run by PGS has inspired even higher levels of sustained engagement and enthusiasm within RGB.*

*Working with a range of individuals across the business who jointly we have identified for a more focused personal development plan, Kevin, Rob and the team have challenged those individuals and the company to really maximise their potential.’*

*PGS have led an engaging programme that has seen individual plans pull together for a wide range of skills within our business, with the focus on transferring the learning back into the real world of our day to day business it has been inspiring to see the team individually and as a whole develop and flourish.*

*In the competitive market that we operate it is great to work with somebody who understands the diversity and challenges of our industry.”*

**Kevin Fenlon CEO**  
**Rawle Gammon and Baker Holdings Ltd**

## 3 easy ways to find out more about the Talent Development programme

- 1 Call BMF: **02476 854980**
- 2 Email: **[james.spillane@bmf.org.uk](mailto:james.spillane@bmf.org.uk)**
- 3 Post the completed form to: **BMF, 1180 Elliott Court, Coventry Business Park, Herald Avenue, Coventry CV5 6UB**

### Your details

Name: \_\_\_\_\_

Company: \_\_\_\_\_

BMF Member No: \_\_\_\_\_

Address: \_\_\_\_\_

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