

## Our Focus 2009-2010

We have spent many years building our team, perfecting our programmes, training our facilitators and assuring the quality of our materials and suppliers.

It has been a real challenge to bring more than 90 specialists together to offer our collective consultancy, training and coaching services through the TBIP brand name and the results of that effort are on our website [www.tbip.biz](http://www.tbip.biz) where our services, profiles and testimonials can be seen.

We have also developed our 5 Star Quality website to promote recommended suppliers who offer a wide range of complimentary business and personal support services and products. These suppliers have been highly recommended by our clients or other TBIP members. See [www.5starquality.org.uk](http://www.5starquality.org.uk) for their details.

This year we are proud to launch our leading edge range of leadership and coaching development programmes.

We can now offer Postgraduate and Institute of Leadership & Management (ILM) accreditation in:

- Leadership at Work
- Leading Learning and Development
- Coaching and Mentoring

We use action learning methods that guarantee application of learning to real work projects and a measurable return on investment in training.

For our leadership and management training programmes to deliver to full potential and maximise return on investment it is essential to get a complete buy-in from the MD/Chief Executive and Head of HRD/Learning and Development. We work in partnership with these two people to ensure people at all levels have the skills and motivation to achieve peak performance in current and future roles.

We need MDs and Chief Executives to see the benefits of undertaking executive coaching for their own professional development – it is a lonely and difficult job - and learn how to cascade cost effective learning and development throughout their company. Accreditation to Masters Degree level in Leadership at Work may be of interest to people in these demanding roles.

We need Leaders of HR/Learning and Development to see the benefits of undertaking our professional coaching programmes. The responsibilities of leading learning and development are complex and require high levels of skill and drive. It can also be a lonely job! Accreditation to Masters Degree in Leading Learning and Development may be of interest to people in these important roles.

We offer a comprehensive training needs analysis service to support accurate and cost effective training and development across the company. Our TNA methods also ensure highly motivated learners. Our TNA tools will help Managing Directors, Chief Executives and Leaders of HRD/Leaning and Development to produce a company wide training plan that identifies the development required by employees at all levels to deliver the business plan and ensure succession.

Our support materials include a comprehensive talent management toolkit to ensure skills across the workforce are fully utilised.

We want to train and license in-house leaders of learning to use our materials in their own organisation and to use our facilitators if necessary to coach their senior teams, as there is often an experience and expertise gap between the most senior (HR) developer and the CEO and Executives.

We want to form three way working relationships between us, the CEO/MD and Head of Learning and Development to facilitate our leading edge and cost effective approach to people development throughout their organisation. We particularly want to ensure that top leaders understand how to recruit and develop people at the very top of organisations and form top teams that work well together.

We also want to equip leaders and managers at all levels with the skills to develop their people to full potential. We can offer Postgraduate and ILM accreditation in Leadership at Work and Coaching and Mentoring to people in senior, middle and first line management roles. In house trainers can be trained and licensed by us to deliver our programmes if required.

### **Our Growth Plan**

We intend to grow the partnership through our three flagship programmes

- Leadership+ for those who lead organisations
- Leading Learning+ for those who lead learning in organisations.
- Coaching and Mentoring – for employed and self employed coaches and mentors

We also train, license and accredit people to use our materials

### **Our Target Clients**

- Heads of Schools, Colleges, Universities
- Chief Executives & Executives
- Sole Traders
- Partners
- Heads of Significant Government Departments
- HR Directors & Managers
- Heads of Education & Training
- Freelance professionals that specialise in L&D