

Winner of a
National Training
Award

Open programme
in Oxford starting
April 2010

Springboard

Women's Development Programme

Fulfil your staff's potential!



Springboard helps organisations to:

- ☞ Identify and grow talent from within
- ☞ Encourage staff to take responsibility for their development
- ☞ Boost the engagement, initiative and confidence of staff so that they get more from and give more to their work
- ☞ Help staff to manage work-life balance to prevent stress

Your staff could be like the thousands of women who have already benefited from Springboard Women's Development programme. (Contact me also about the men's programme: Navigator)

What is the evidence that it works?

Increased initiative, confidence and motivation are commonly reported outcomes. A recent major survey* including feedback from participants in Springboard over a 10-year period showed:

- ✓ 80% of participants had evidence of being more open to change
- ✓ 78% had taken more responsibility
- ✓ 77.5% had evidence of being more assertive
- ✓ 80.5% had improved self-esteem and confidence
- ✓ 64.5% had received favourable comments in the formal appraisal

Some of the benefits of Springboard come up to a year after the course because the course puts people on a path of progress in whatever aspect of work/life is relevant to them. Springboard won a National Training Award in acknowledgement of its effectiveness.

Who is Springboard for?

Springboard is for *all* women at non-management or junior management levels who have work experience. It is suitable for women at any age or stage in their lives and from any background. Each person sets their own agenda for the programme. They do not have to be ambitious to climb the career ladder for both you and them to benefit.

Springboard participants need to be self-nominating because they need to spend their own time working through the workbook, but you can encourage people you think might benefit.

What is involved?

There are four one-day workshops and a workbook spread over 3 months. The course is down-to-earth, practical and full of positive thinking, fun and humour. The time span allows people to make progress with support and attitudes as well as behaviour can change. Topics include:



*"I've found
confidence at
work that I didn't
know I
possessed"*

- ☞ What you've got going for you
- ☞ Behaving assertively
- ☞ Taking initiative
- ☞ Setting and achieving your goals
- ☞ Building emotional intelligence
- ☞ Balancing home and work
- ☞ More energy, less anxiety
- ☞ Profile and networking

Why is Springboard for women only?

Springboard is a holistic course in which participants are encouraged to look at all aspects of their lives. Our research shows that

- women and men approach personal development issues in different ways
- women and men benefit from discussing some issues in a single gender group

There is a course for men, called **Navigator**, which provides men with the same opportunities as Springboard does for women. Contact me for details of a Navigator trainer in your area.

When and where

Dates

Workshop 1: 21st April, 2010

Workshop 2: 18th May

Workshop 3: 14th June

Workshop 4: 8th July

Venue

Wolfson College

Linton Road

Oxford

(south of Summertown, short taxi ride from Oxford station)



How much does it cost?

The cost covers all four workshops including refreshments and lunch and the Springboard workbook.

Cost: £460+VAT for bookings received by 7th April, 2010 (early bird discount);

£490+VAT after 7th April. Online booking is available at

<http://www.syntagm.co.uk/peopleskills/springnav.shtml#springboard> or go to

www.syntagm.co.uk then People Skills then Courses – Springboard. A 15% discount is available to registered charities. For individuals without sponsorship I may be able to offer a discounted place. **Springboard is also available as an in-house programme.**

Who do I contact?

If you or potential participants would like to discuss anything about the course, please call or email me (details below). Or send me your completed booking form.

Valerie Fawcett, Springboard Licensed Trainer

Tel: 01235 522859 E-mail: valerie.fawcett@syntagm.co.uk

Syntagm Ltd., 10 Oxford Road, Abingdon, OX14 2DS

See next page for booking form

*** If you would like a copy of the full Springboard survey, Personal Development Has Legs, please e-mail me.**



Women's Development Programme

Booking form for places on the course to be held in Oxford (Wolfson College, Linton Road) on 21st April, 18th May, 14th June, 8th July, 2010

Online booking is at <http://www.syntagm.co.uk/peopleskills/springnav.shtml>

Name of Employer _____

Address _____

Contact person (organisations)(+tel.no.) _____

E-mail address _____

I wish to apply for places for the following women. Please invoice my organisation

Name	Job title/department	E-mail address
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Special needs (e.g. diet, access) Name and details _____

Price per place, fully inclusive: £460+VAT (£540.50) for bookings received by 7th April (early bird discount); £490+VAT (£575.75) after 7th April. A 15% discount is available to registered charities.

Full refunds can only be made if cancellation is received by 31st March 2010. A 50% refund will be given if cancellation is received by 7th April. Substitutions can be made at any time – please let me know in advance if possible.

Please send completed application to: Valerie Fawcett, Syntagm Ltd., 10 Oxford Road, Abingdon, OX14 2DS or fax to 01235 554449 or email to valerie.fawcett@syntagm.co.uk

You can also book online at <http://www.syntagm.co.uk/peopleskills/springnav.shtml>