



The Springboard Women's Development Programme

The Navigator Men's Development Programme

Helping people and organisations to grow

The award-winning Springboard women's development programme and its brother, the Navigator men's development programme, have been specifically designed for people in non-management grades to: -

- Realistically assess their current situation
- Decide on the next steps for their personal and work development
- Equip them with the positive attitude and skills to take these steps
- Accept responsibility for their own development

The results

Both programmes are tailored to meet current organisational needs so participants achieve their optimum blend of personal and work results. Typical results from line manager evaluations are that, following the programme, participants:-

- Are more realistic about their self-assessment
- Have more self confidence
- Take more initiative
- Set and achieve clearer goals
- Have increased personal motivation
- Accept more responsibility for their development
- Have a more mature and positive attitude
- Communicate more assertively and effectively
- Add more value to their work
- Improve customer relations
- Present a positive image

The programme format

Springboard and Navigator are unusually effective training programmes as they combine self-paced learning with a specially researched workbook, support networks, role models and one-day workshops. All spread over a 3 month period.

Over 140,000 copies of the workbooks have been used by participants on programmes in 17 countries and been translated into many different languages and formats, including braille.

SPRINGBOARD	NAVIGATOR
Action packed workbook, specifically designed for women	The first ever personal development workbook for men
Four one-day workshops over 3 months	Four one-day workshops over 3 months
Positive role models	Practical examples of other men's experiences
A flexible support system	Coaching partnerships
Networking	Networking



Why two separate programmes?

Detailed research across 15 countries, hundreds of organisations in the private, public and voluntary sectors and over 150,000 satisfied participants confirmed that:-

- Although men and women have some common issues they also have many different ones
- Men and women look at issues differently
- Men and women use different processes to address their issues
- It is of enormous benefit to both organisations and individuals for men and women to work on their development issues separately before working on common issues together
- The expectations placed by society on women are different to those of men
- Men and women communicate differently
- Gender specific training works!

Feedback from clients

"Springboard is an excellent, comprehensive and innovative programme which has been very well received by both the women who have participated and by managers" – Bristol City Council

"Their managers identified significant improvements in production of constructive idea, acceptance of responsibility, contributing views, acceptance of criticism and sensitivity to the needs of others" – NHS

"We see the change the programme has made in women's lives...sometimes completely changing direction and taking off" – HSBC Bank plc

"After two years, many of the women remain highly motivated, are still setting new goals, seeking new responsibilities and new learning opportunities and are still achieving- there are clear benefits to the organisation" – Essex County Council

"The Navigator Programme has opened men's eyes to personal development and given them the confidence to ask for what they need. Navigator has shown that men deserve to get support and will give it in return" – Knowsley Metropolitan Borough Council

"Following Navigator, men are much more focussed on their careers rather than seeing work as 'just a job'. It has broadened their horizons and shown how they can make things happen for themselves, rather than waiting for things to happen to them" – MCL Group





Over 230 organisations in the UK are using the Springboard and Navigator programmes, including:

AA	Nottingham Trent University
BAE Systems	Open University
BT	Oxford University
BBC Worldwide	Patent Office
Bournemouth Borough Council	Queen's University, Belfast
Business in the Community	RAF
CSA	Rolls Royce
Coors Brewers Ltd	TRE (Dublin)
Department for Work and Pensions	Rugby Borough Council
Derbyshire County Council	Salford City Council
Diageo	Schlumberger Plc
Dyfed-Powys Police	Scottish National Heritage
Environment Agency	Shropshire County Council
Foreign and Commonwealth Office	Staffordshire County Council
HSBC Bank Plc	Support into Work
Inland Revenue	Thames Valley Police
London Borough of Hammersmith & Fulham	The National Trust
London Borough of Redbridge	University of Birmingham
London School of Economics	University of Cambridge
Messier-Dowty	University of Durham
Metropolitan Police Service	University of London
Nabarro Nathanson	University of Newcastle
NE Derbyshire District Council	University of Ulster
NHS	Valuation Office Agency
Northamptonshire County Council	West Midlands Police
	William Hill

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