

Leadership and Management Development

Knowledge - Skill - Attitude - Confidence

Key Features

Short Courses

Workplace-Based

Mentored

Assessed

Leaders in performance improvement – for organisations and people

new edge management limited, 44 Gallowhill Road, Kinross, KY13 8RA

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.... giving you the competitive edge

OVERVIEW **new edge management limited** is a mentoring and training provider that has developed a successful track record of delivering high value customised services to its clients by means of its leading expert practitioners.

Recent research has shown that training typically increases productivity by 22% whilst training combined with mentoring increases productivity by 88% (IPMA Research); and executive mentoring yields a return on investment of 6 times on an initial investment in a typical mentoring assignment (Manchester Inc. Grp).

OBJECTIVE Our aim is to equip executives with the right knowledge, skill, attitude and confidence to carry out the functions of management and the delivery of high quality customer service. Our offerings promote individual fulfillment and achievement together with accelerated contributions to overall business performance and results.

CUSTOM All mentoring programmes to transfer knowledge and skills in business management and customer relationship development are tailored to reflect the needs of the client organisation and are highly participative with the learning process taking place in a friendly, supportive and enjoyable environment. Each workshop is designed to provide a balanced programme enabling a wide variety of mentoring styles and training techniques to be used. Equal emphasis is placed on individual learning and group participation. Case studies, management simulation exercises and presentations are used extensively. The emphasis is interactive, group sessions, team-building, motivational, developing management skills whilst focusing on real situations from the participant's environment and based on the team's purpose, beliefs, values and attitudes; delivering the team's solutions to specific issues and change initiatives.

VALUE To maximise the value to participants and their organisation, a custom programme can be designed with workshops delivered over a period of time. This allows participants to assimilate and practice what they have learned in previous sessions. Each participant carries out an individual work based business improvement assignment in the intervening periods between the workshops. The assignment is determined by the participant's line management and the output is normally a detailed work plan for a management approved change project to be implemented by the organisation. This approach delivers best value for the organisation and the participant.

Mentoring support is made available for participants throughout the programme. The tutors delivering the programme are experienced practitioners and mentors of business executives with a track record in senior management roles in industry.

SERVICES **new edge management limited** offers a range of mentoring services and workshops. Workshop sessions cover a spectrum of topics, and a typical series of one-day workshops for a Leading Change programme include:

Management in Organisations

Planning for Efficiency

Initiating Change

Developing & Managing Teams

Understanding the Market

Project Planning & Control

Negotiating Skills

Managing Individuals

Managing by Budgets

The core curriculum is designed to bring participants to a level where their overall performance significantly improves over a short period of time. Workshops incorporate group exercises and role-plays for developing interpersonal and communication skills and for enhancing presentation delivery by participants.

CERTIFIED The business management training and mentoring programmes delivered by **new edge management limited** are designed to lead to the Institute of Leadership and Management (ILM) Introductory Diploma in Management. ILM is the largest awarder of training qualifications in the United Kingdom.

The main purpose of the ILM award is to improve the performance of individuals participating in a development programme, which for some is an end in itself. The ILM Introductory Diploma in Management programme is designed to give individuals the foundation for their formal development. It also facilitates the development of a range of practical management skills and techniques as well as improving workplace performance to the benefit of both the participant and the organisation. Assessment for the award takes place throughout the programme. The work based assignment is expected to cover the business case and project plan for the implementation of a business improvement / change initiative. This is the primary submission for the assessment. Participants are mentored throughout their assignment work by an experienced tutor with the support of their line manager to ensure high value is delivered to the business. This approach ensures the employer realises benefits that greatly exceed the investment made in the programme by the business.

The ILM Introductory Diploma in Management award can be a stepping-stone to future personal development and qualifications. Achievement of the qualification enables individuals to apply for ILM membership. Membership is based on qualifications and experience, and those achieving a qualification are eligible to apply for ILM Associate Membership (AM Inst. ILM).

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BENEFITS By the end of a tailored programme, participants will typically be able to:

- Set objectives for change, and plan activities and resources to communicate and achieve them
- Appreciate the potential effects of change on individuals, teams and the organisation
- Create and develop a balanced team to achieve objectives
- Recognise inter-relationships between team and individual performance and development
- Understand and apply appropriate techniques for motivating a diverse range of individuals
- Apply appropriate management and leadership style to achieve objectives
- Understand the need to monitor individual performance
- Promote trust and respect within the team
- Evaluate results to assess the extent of achievement of objectives and adjust plans accordingly
- Contribute to the evaluation of project outcomes to inform future work
- Identify objectives and set targets which balance effectiveness and efficiency

Our approach equips participants with the right knowledge, skill, attitude and confidence to lead and manage business improvement programmes.

TESTIMONIALS

What companies have said about us ...

“Materials very well presented and the interaction was extremely valuable.”
M Johnston, Managing Director, Advanced Jetting Systems

“Good and clearly explained courses with comprehensive notes and personal tuition.”
W McIntyre, Systems Manager, William Tracey Ltd

“Hints, tips and most importantly feedback were of great advantage.”
N Ismail, Software Engineer, Newell and Budge

“The course structure encouraged participation and there was plenty of lively and constructive debate.”
A Kirkwood, ICT Manager, Moray Council

“The courses have gems of information that we are now using in our work.”
R McNab, Manager, Electrum Multimedia

“The knowledge of the consultant is excellent resulting in very interesting learning experiences.”
H Ruus, Information Systems Officer, East Lothian Council.

PROGRAMME DIRECTOR

DAVID PARRY - new edge management limited

Profile

Senior executive with extensive management skills and experience in leading knowledge transfer programmes for strategic planning, people management, managing change, and project management. Consortium Project Manager for the £2.6 million DTI supported UK initiative for Managing Change. Experienced practitioner and mentor of executives in Change Management and Business Performance Management (9 years), plus invited speaker and chair of international conference on Measuring and Managing Performance during Corporate Re-organisation. Leadership of business units (20 years), main board directorship, and overseas subsidiary directorship.



Academic Qualifications

MSc Aeronautical Engineering (1975), Queens University of Belfast
BSc Honours Aeronautical Engineering, Queens University of Belfast

Summary of Experience and Skills

- 20 years experience in business leadership, solutions delivery, and team development.
- Consortium project manager of the UK's £2.6 million major initiative for Managing Change, supported by the DTI, business partners and the University of Edinburgh.
- 9 years consultancy experience in Business Performance Management and leading executive teams in strategic planning, e-business design, project management, and managing change.
- 4 years as Main Board Director of an engineering software and consultancy company and Board Director of overseas subsidiary; annual income of £10 million.
- Client relationship management and business expansion in the engineering, defence, software, financial and public sectors, both in the UK and overseas, offering customised learning experiences and mentoring services.
- Partnership development and building alliances with complimentary suppliers offering specialist skills and technologies to address requirements of clients.
- Author and presenter of Masters Degree course modules in IT Strategy and Managing Uncertainty, and author and tutor of Institute of Leadership and Management courses.
- Recruitment and leadership of multi-disciplinary business unit teams and project teams involved in new product introduction, geographic expansion, e-business design and change management.
- Extensive communication skills demonstrated through invited lectures, publications, chair of overseas international conference, facilitating executive think tanks, delivering executive mentoring programmes, and presentations at board level.

Contact For further information please telephone David Parry at **new edge management limited** on 07746 365764 or e-mail him at davidparry@newedgemanagement.com or visit our web site at www.newedgemanagement.com