

Uncover the Leader in You Programme towards IoBM Certificate

Kent Blaxill is one of the largest and oldest independent builders' merchants and suppliers in East Anglia. Over the past 176 years, they have built up a reputation for delivering a professional service, expert industry knowledge and quality building supplies you can trust. Reed Consultants recently delivered the 'Uncover the Leader in You' programme and were delighted when five managers met all of the requirements set by their HR Director, Institute of Builders Merchants and the course administrators. Each manager was successful in being awarded IoBM Certificates.

Uncover the Leader in You, is for people who want to start their career path in Business Management. It is for those people who have been identified as potential leaders of the future and who require a development programme to support their career aspirations.

Each workshop uses 'best practice for getting results' and builds on the delegates knowledge, whilst giving them a set of transferrable management skills utilising proven techniques.

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'Uncover the Leader in You' has been developed to create a succession of Colleagues across the Kent Blaxill business

Allanna Docherty, HR Director Kent Blaxill.

The ten-day programme is delivered over three workshops with a final 'Business Improvement -Project Results', presentation at the end.

Workshops are:

- People Management –Take People with You
- Delivering Operational Customer Excellence
- Managing Through Your Team to deliver Profitable Growth
- Project Results Presentation

It was essential that the programme was bespoke and designed with specific industry knowledge. BESMA Award winners Reed Consultants were selected as the lead supplier to design and deliver the programme. Having over 5 years in Sales Learning and Development coupled with a vast experience in the Builders Merchant sector Sue Reed (Director) led the successful design and implementation.

"The programme blends a combination of off the job training and on the job training to ensure that the Colleagues attending have the opportunity to take their classroom learning back to the workplace and implement. This programme also blends classroom learning with the delivery of key business projects as a great return of investment for our business but also gives the Colleagues a sense of achievement as they own the delivery of the business project.

This programme drives the kind of culture where managers want to develop their team members and are valued for that effort, and where all Colleagues are encouraged to learn new skills and not just share them but implement, the programme itself is a great tool to promote this culture and elicit the our behaviors.

*Sue offers a fantastic flexible approach to her programmes and works with Key Business Stakeholders to ensure the material is developed to deliver key business objectives, Sue's style is inspirational and offers a variety of different training methods to accommodate all audiences and learning styles." **Allanna Docherty, HR Director Kent Blaxill***

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"The bar was raised in my view with this programme 'Uncover the Leader in you' at Kent Blaxill. It's both encouraging and refreshing to see market leading Independents such as Kent Blaxill developing the next generation of home grown talent who will be the leaders for the future in challenging times for Builders Merchants. Reed Consultants and the Board at Kent Blaxill are delivering on 'Best practice for getting results'.

Congratulations to this cadre of graduates from the programme, you have great careers ahead of you, we look forward to working with the next group."

Allan P Durning, Managing Director of Timber Buying Group Ltd



Pictured are the Kent Blaxill team receiving their certification

"Design and delivery of a bespoke management programme to inspire people to be the best they can be with the end result of an IoBM award is one of the highlights of my year. It supports my working philosophy to coach and support colleagues to be 'the best they can be' and to take the talent that exists in all people and encourage it to grow. The new leaders were uncovered, inspired by senior management and successfully delivered their individual personal growth and business improvement projects"

Sue Reed, Director of Reed Consultants

"It was a real privilege to attend on behalf of the Institute of Builders Merchants and accredit 5 employees of Kent Blaxill Builders Merchants who spent 12 months working towards their graduation after completing the 'Uncover the Leader In You' modules, tutored by Sue Reed. It was highly encouraging to see the importance Kent Blaxill put into training their employees and the enthusiasm shown by their candidates to grasp the opportunity. The five individual business improvement projects sponsored by members of the senior management team, including Simon Blaxill, gave the employees not only an opportunity to fully apply their leadership learning back in the workplace but also provide tangible development results for the business. Well done to all and I look forward to following the success of all concerned"

Jim Collins, Institute of Builders Merchant Governor.

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