

Next Steps

The centre is a two day residential programme.

If you would like to discuss in more detail how the centre can help you develop the talent within your business then please contact Andrew Cooper to arrange a meeting or telephone discussion.

Contact details andrew@gordoncooper.co.uk please give the subject heading RICS Enquiry or phone 01442 877764

If you would like to reserve places on convenient centres full details are provide on the website www.gordoncooper.co.uk



Developing Talented Managers

Are you getting the full picture?



RICS London Region

in conjunction with

GORDON COOPER
Associates Ltd

For a fuller picture please contact David Murray (London Regional Training Advisor) t 01276 24345 murrayassociates@aol.com or Gordan Cooper Associates T/F 01442 877764
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Developing Talented Managers/ Developing Your Business

The RICS Management Development Centre has been designed in partnership with Gordon Cooper Associates Ltd to help you develop talented professional managers of the future.

Strong management and people skills will enable them to perform exceptionally well. The centre has been designed to develop capabilities, thereby helping you to develop your business in the following ways:

- Attract and retain talented managers
- Get the best from your staff
- Improve your bottom line

The Business Case

Why should you invest in the skills of your Key Managers? Ask yourself the following questions

Do you believe that selected managers can improve how they handle clients?

- What current issues and problems would be resolved?

How much could this be worth to the business?

- Do your managers take advantage of all opportunities to identify and nurture attractive clients and prospects?

What is the potential growth that could be realised?

- Can your teams achieve more with improved leadership?

What other gains might be realised?

Similar questions could be applied to other managerial skills such as

- Problem solving and judgement
- Communications and Influencing
- Planning and organising

Key benefits to your business

- You develop highly skilled managers who help to build your business.
- The centre helps you retain high performers through forming a clear plan for their career development in partnership with you.

Key benefits to your Managers

- Each manager leaves the development centre with a personal report setting out their performance against key competencies and a personal development plan.
- They receive skilled impartial advice that helps them to succeed.

The Development Centre - How it Works

After completing a pre-course questionnaire, the attendee arrives at the centre and spends 2 days engaged in various work related activities in small groups of 4 or less. These activities are used to benchmark their performance against competencies that describe strong performance.

During this time their performance will be observed and this information will be both documented in a personal report and is also fed back to them in the form of a one to one developmental conversation.

The focus is on helping the individual improve their performance. Their development and action planning is set in the context of delivering against their personal goals.

The Personal Development Plan

Each participant leaves with a personal report that sets out their performance and identifies areas for further development. Initial feedback is given after each activity. During day two their report is finalised and discussed with the participant.

The personal report identifies a plan for developing skills in those areas where improved performance is desirable. This development plan can form a very helpful basis for career and development planning within your business.

A range of options for skill development mainly taking advantage of opportunities arising in work is discussed with each manager.

A Tailored Solution

The Management development centre has been developed by Gordon Cooper Associates Ltd (GCA). GCA have considerable experience in the designing and delivery of highly effective development centres. This has been coupled with the RICS 'in depth' research carried out with member firms to identify the most valued attributes of aspiring managers in the profession.

Clients Include:-



GCA have a strong team of consultants skilled in coaching observing, giving feedback and helping managers to develop their skills. Psychometric tools are used where appropriate.