



GRADUATE DEVELOPMENT

GRAHAME ROBB ASSOCIATES LTD

ABOUT **GRA**

RELEASING THE POTENTIAL OF INDIVIDUALS, TEAMS & ORGANISATIONS

We are a market leader in the design and delivery of innovative, engaging and tailored leadership and team development training solutions. Our aim is to help you achieve better business results by investing in your people. We respect that your challenges and learning outcomes are unique, so we listen carefully to your requirements, we recruit facilitators who are knowledgeable, personable and appropriately accredited and we have developed two learning centres designed to maximise opportunities for experiential learning.

Since 1989, our focus has been to design and deliver programmes which go beyond typical learning and development packages to inspire people to change their approach, improve performance and reach their full potential as well as provide a return on investment; whether they attend a one-off event with us or a modular programme.

We have delivered thousands of programmes to a wide range of public and private sector clients across the globe that come back to us again and again. We are proud of our track record, customer service, range of services and training modalities that ensure our customers receive market leading leadership and team development services.

Our Outdoor Learning Centre near Reading is located within the grounds of Wokefield Estate and we are an official partner of the English Football Association at St. George's Park National Football Centre, owning and operating the on-site Outdoor Leadership Centre. Furthermore we have the capability to go mobile and virtual with many of our programmes.

To find out more visit: www.gra.uk.com/about-us



OUR APPROACH

“THE COURSE WAS A 10/10. I LOVED HOW YOU GAVE US ACTIVITIES THAT INCLUDED US INTERACTING WITH OTHER TEAM MEMBERS, HELPING US TO BUILD RELATIONSHIPS AND GET TO KNOW EACH OTHER.”

BRYONI WHITE

Technical Connection Services Apprentice, St. James's Place

BUILDING THE FOUNDATIONS FOR LONG-TERM SUCCESS

GRA's experiential learning approach to leadership development and team development is perfectly suited to improve the success of graduate and apprentice programmes for high-potential individuals who might one day lead your organisation.

We can work with you in a variety of ways to support your development programme, whether it's creating a fun and memorable induction event to embed the culture and values of the organisation and act as a platform for the graduates or apprentices to build their careers or building on the learning and development opportunities they have already experienced in the workplace, we're able to tailor our support to your needs.

We take people outside of their comfort zone and push them to increase their self-awareness by exploring how their own personality and leadership style impacts on the performance of others and help them understand how to optimise team performance through team development theory. Our outdoor centres provide a unique setting for graduates and apprentices to develop, practice and hone their leadership skills. We blend opportunities to learn well-known leadership and team theory and understand the characteristics of world-class teams with practical application to put the theory to the test as well as in-depth review sessions to enhance learning transfer back in the workplace.

Through experiential learning, individuals will also become aware of their leadership blind spots and create action plans for reflecting upon and overcoming these challenges. This is vital to enable them to turn their weaknesses into areas of development and growth which can be worked on back in the workplace. We are also able to offer all our graduate solutions virtually while still maintaining our experiential approach.

GRADUATE DEVELOPMENT SOLUTIONS



RESILIENCE FOR RESULTS

Thriving in a Changing World

RESILIENCE FOR RESULTS

GRA's Resilience for Results programme embraces cutting edge diagnostics technology, proven tactics and techniques as well as practical exercises to provide employees with the tools to enhance their mental, physical and emotional resilience in the workplace. This adaptability enables them to thrive under pressure and offer a beacon of guidance, support and strength to others in the team.

LEARNING OUTCOMES

- Build a greater understanding of what resilience means
- Be able to recognise the difference between pressure and stress
- To understand what happens to the body in times of stress
- To learn practical ways in which to manage and deal with our own concerns in relation to stress and resilience levels
- To take away practical options of how to support other people in relation to stress and resilience levels



 HeartMath®

KEY MODELS & TOOLS

- Inner Balance™
- GRA's 'Drain vs Gain' Landscape
- 4 Domains of Resilience
- Prepare, Adapt and Recover
- Practical Exercises
- Outdoor/Indoor Experiential Tasks



SELF & TEAM AWARENESS

GRA's Self & Team Awareness programme will ensure that members of the team are able and encouraged to 'look in the mirror', improve their self-awareness and understand how to build a high performing team. Through personality profiling and team development theory, they'll learn how their own profile impacts on others and the complementary styles required to create sustainable success.

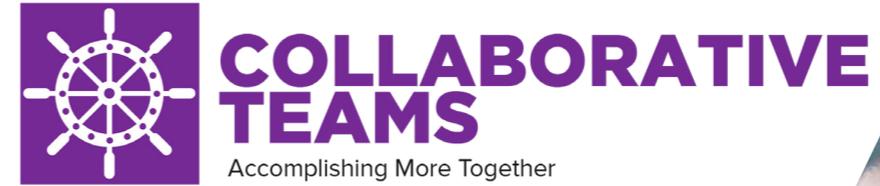
LEARNING OUTCOMES

- Increase self-awareness of your own profile, team contributions, behaviours and how they impact the performance of others
- Gain personal feedback from a variety of questionnaires, tools, techniques and practical exercises. Understand how these can be used to improve individual and team performance
- Get to know other team members better and participate in the process of building an effective team/network across the business
- Understand personal motivation and the motivation of others
- Personal action plans and on-going support to implement these new skills



KEY MODELS & TOOLS

- Belbin® Team Roles
- Identifying Behaviours of World Class Teams
- Practical Exercises
- Outdoor/Indoor Experiential Tasks



COLLABORATIVE TEAMS

GRA's Collaborative Teams programmes supports teams to develop the mindset and behaviours required to develop a culture of collaboration and to avoid falling into the trap of creating internal competition that damages teamwork and results. Collaboration inspires creativity, sharing of best practice and is proven to deliver a higher probability of success.

LEARNING OUTCOMES

- Take part in an icebreaker task that will help you get to know members of the team better
- Gain a shared understanding of what collaboration means
- Identify the barriers to effective collaboration and the behaviours that undermine it
- Understand GRA's Collaboration Model and apply the principles to get results
- Understand the theory of the TKI™ Conflict Resolution Model and how this can help you and your team to be more collaborative
- Take part in a series of experiential tasks to trial the theory through deliberate practice

KEY MODELS & TOOLS

- GRA's Collaboration Model
- TKI™ Conflict Resolution Model
- The 5 R's
- Outdoor/Indoor Experiential tasks
- Practical Exercises



PERSONAL BRANDING

We are all projecting our brand to the world every day, whether we are aware of it or not. GRA's Personal Branding programme supports individuals to understand more clearly what a personal brand is, as well as offering a step-by-step process for building an authentic brand and how to successfully live it in your day-to-day life. We focus on remaining true to your values and leveraging your skill-set, unique abilities and your vision and goals for the future.

LEARNING OUTCOMES

- To gain a greater understanding of what a personal brand is and its benefits
- Reflect on and learn from other brands to develop an awareness of what good looks like and to avoid common pitfalls
- Understand GRA's 5 key components of a personal brand and how to apply them
- Develop your vision and goals for the future and recognise how this shapes your personal brand
- Understand what it means to live your brand and the importance of it
- To be able to keep managing and developing your brand going forward



KEY MODELS & TOOLS

- GRA's 5 Key Components Tool
- SMART Goals
- Practical Exercises



EXPERIENTIAL BUSINESS SIMULATIONS

GRA's Experiential Business Simulations are designed to replicate the real-life business conditions faced within your organisation; including end goals for a customer and strategic objectives. These complex simulations, taking place in a physically and emotionally safe environment, provide the perfect platform to put theory into practice, test new skills, learn from mistakes, reflect on performance and achievements as well as apply the knowledge within day-to-day roles back in the workplace.

LEARNING OUTCOMES

- Gain strategies for implementing a new vision
- Help individuals and teams to realise their potential
- Enhance communication, collaboration and decision-making
- Embrace creative and flexible problem-solving strategies
- Accelerate the development of future leaders
- Understand how to transform a team and company culture



KEY MODELS & TOOLS

- A range of models, some of which are highlighted in this brochure, can be integrated into a simulation
- We have over 100 diverse indoor and outdoor activities that can be incorporated into a simulation, ranging from desktop problem-solving tasks to highly physical challenges in the outdoors



SELF LEADERSHIP

Ken Blanchard® Companies Self Leadership programme teaches individuals the mindset and skillset they need to become empowered, proactive self leaders who take control of their own success and are committed to getting results for their organisation. Self Leadership builds on the leadership model, SLII®, and integrates the latest research on the proactive skills required for individuals to be most effective. Team members learn a shared language for discussing their own development and performance, allowing them to have more effective conversations and build more trusting, open relationships with their managers.

LEARNING OUTCOMES

- Instil a common language for discussing development and performance
- Increase the quality and quantity of performance conversations
- Build more open and trusting manager-employee relationships
- Develop empowered, self-reliant leaders
- Increase the speed to mastery of key goals and tasks
- Increase performance, productivity and results

KEY MODELS & TOOLS

- SLII® Model - Diagnosing & Matching
- Mindset and Skillset of a Self Leader
- Competence Diagnostic Tool
- 5 Points of Power
- SMART Goals
- Practical Exercises



COACHING ESSENTIALS

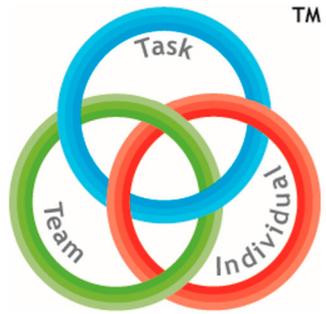
Most managers don't understand how critical coaching is for the development, growth, and performance of their people. Ken Blanchard® Companies leadership coaching programme, Coaching Essentials®, teaches managers how to effectively coach their employees - not just manage them but to increase productivity, create an environment of trust and autonomy, and deliver better bottom-line results.

LEARNING OUTCOMES

- Adopt the proper mindset for coaching
- Increase the quality of conversations
- Accelerate individual and team progress toward objectives
- Create an environment of trust that nurtures the development of others
- Leverage four coaching skills that develop self-reliance in others
- Apply the four-step coaching process that results in clear agreements and action
- Identify when coaching is needed to help others reach a higher level of performance

KEY MODELS & TOOLS

- Coaching Skills Model
- 4-Step Coaching Process
- Tell Your Truth Tool
- Practical Exercises



ACTION CENTRED LEADERSHIP

Adair International's Action-Centred Leadership™ (ACL) provides a great blueprint for leadership and the management of any team, group or organisation. Good managers and leaders should have full command of the three main areas of the model and be able to use each of the elements according to the situation. Being able to do all of these things, and keep the right balance, gets results, builds morale, improves quality, develops teams and productivity and is the mark of a successful manager and leader now or in the future.

LEARNING OUTCOMES

- Gain an understanding of the ACL Model and how to apply it back in the workplace
- Get the chance to take on a leadership role in a variety of experiential based exercises
- Have an opportunity to increase your self-confidence by moving out of your comfort zone and trying new leadership styles
- Receive feedback from peers and GRA facilitators on your leadership approach and team-player contribution
- The opportunity to reflect on your own approaches to leadership

KEY MODELS & TOOLS

- ACL Task, Team, Individual Model
- Leadership Profiles
- Practical Exercises
- Outdoor/Indoor Experiential Tasks



I LOVE FEEDBACK

The iLoveFeedback® training programme, based on the best-selling book Feedback Revolution: Building Relationships & Boosting Results, instils skills and promotes confidence through a five-step feedback process. Feedback is integral to enhancing relationships and results. It supports others to enhance their awareness of their strengths and weaknesses, increase employee engagement and encourages others in their continued professional development.

LEARNING OUTCOMES

- Assess individual feedback skills and recognise the role of feedback in continual improvement
- Create the appropriate attitude and approach for providing feedback
- Check the purposes for sharing feedback and 'What's In It For Them'
- Consider how culture, gender, generational differences, and location affect approaches to giving feedback
- Share feedback that is specific, observable and increases people's receptiveness
- Close the feedback exchange with a shared understanding of next steps for improvement

KEY MODELS & TOOLS

- 5 Best Practice Steps
- Feedback Conversation Planner
- 21-Day Challenge
- Practical Exercises



LOCATIONS ▶



**OUTDOOR LEADERSHIP CENTRE
ST. GEORGE'S PARK**

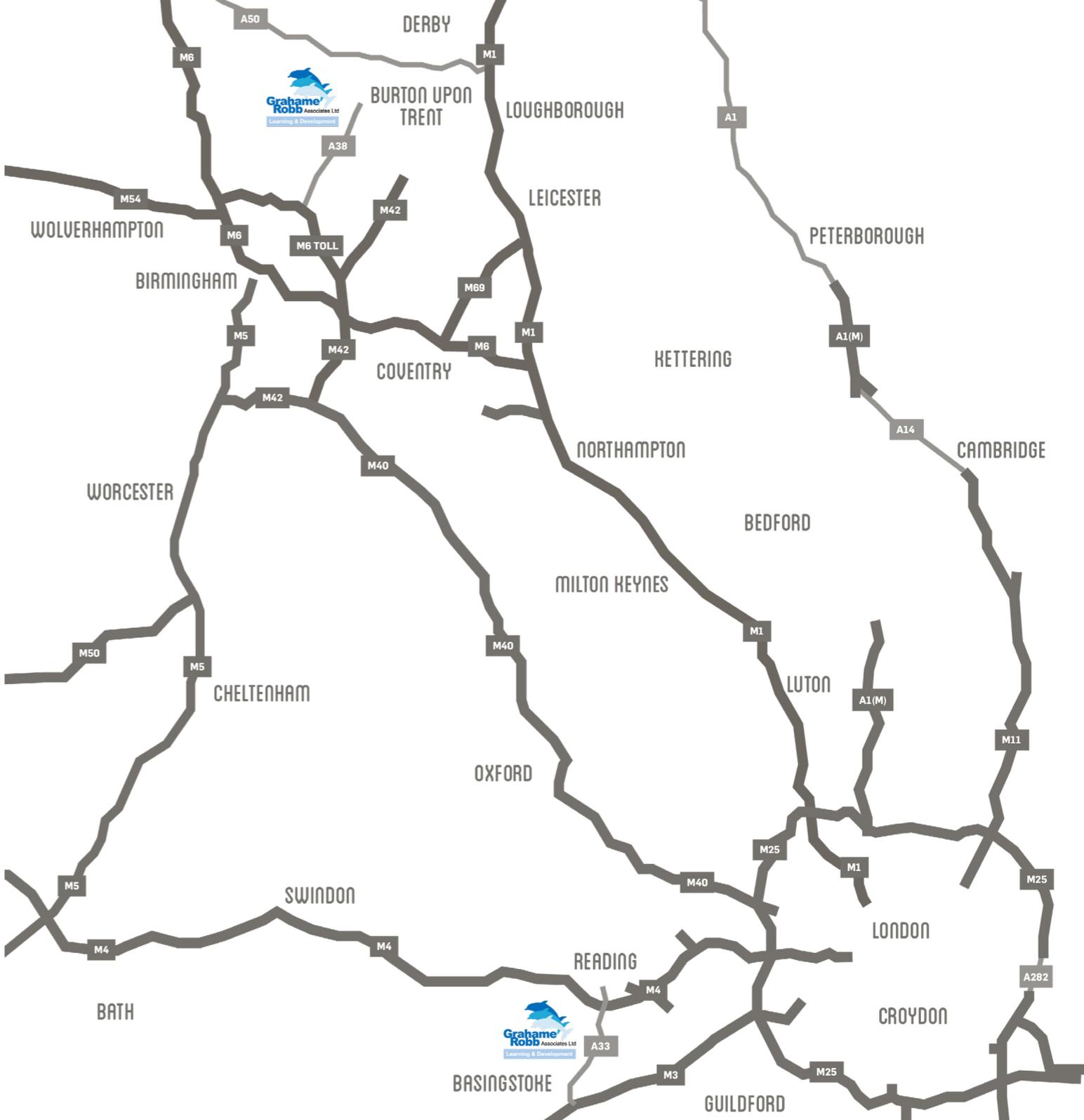
Our Outdoor Leadership Centre is located at St. George's Park, The FA's National Football Centre in Staffordshire. Set in the National Forest, in 330 acres, the centre is the training base for the 24 England teams and features a 228 bedroom Hilton hotel.

**OUTDOOR LEARNING CENTRE
DE VERE WOKEFIELD ESTATE**

Our Outdoor Learning Centre is situated within a 15-acre, mature oak woodland in the grounds of the De Vere Wokefield Estate, Reading. The hotel has over 300 bedrooms, plus a number of quality conference rooms and meeting facilities.

Our two Outdoor Centres offer a risk-free, practical setting to develop transferable skills for a high-pressure, working environment. Our facilitators create opportunities for delegates to identify and manage their own strengths and weaknesses, increase self-awareness and improve their ability to communicate and receive personal feedback whilst escaping a classroom-based teaching atmosphere.

To learn more visit: www.gra.uk.com/outdoor-learning



TESTIMONIALS

“OUR OWN FACILITATORS AND THE PARTICIPANTS HAD NOTHING BUT PRAISE FOR THE KNOWLEDGE, FLEXIBILITY AND RESPONSIVENESS THAT THE TEAM FROM GRA BROUGHT TO OUR GRAD PROGRAMMES. THE FEEDBACK HAS BEEN FANTASTIC WITH MANY SAYING THE RESILIENCE TRAINING IS THE BEST THEY’VE BEEN ON.”

SARAH RUDDER
L&D Consultant, Thales

“A REALLY WELL PUT TOGETHER TRAINING COURSE. IT WAS DEFINITELY THE BEST TRAINING SESSION I’VE HAD VIRTUALLY, WITH A LOVELY MIX OF THEORY AND PRACTICAL ELEMENTS.”

ISAAC ALAWODE
Operations Leadership Graduate, Collins Aerospace

“GRA’S TRAINERS WERE EASY TO TALK TO, CHALLENGED US TO GO MORE IN-DEPTH ON IMPORTANT TOPICS AND WERE OPEN TO ANSWERING ANY QUESTIONS, MAKING US FEEL LIKE OUR CONCERNS WERE ALWAYS VALUED.”

LOLA GIROT
Logistics Graduate, DS Smith

“TO DELIVER A VIRTUAL WEEK OF INDUCTION WAS DEFINITELY UNKNOWN TERRITORY FOR US, HOWEVER, WORKING WITH GRA, THIS WAS EASILY ACHIEVED. THE VARIETY OF SESSIONS SUCH AS SELF & TEAM AWARENESS AND PERSONAL BRANDING, WERE THOROUGHLY ENGAGING AND WERE A PERFECT COMPLEMENT TO OUR INTERNAL SESSIONS.”

GILL IRESON
Early Careers Development Manager, St. James’s Place

GET IN TOUCH

This brochure offers an insight into how our experiential learning approach can provide your organisation with the perfect platform to help graduates and apprentices to accelerate their development and achieve better results.

We can tailor our programmes to your budget, timeframe and learning outcomes, therefore if you’d like to learn more about how we can support your organisation please contact us to setup a call or meeting with our learning and development specialists.

With over 30 years’ experience in this industry, we are confident that we will be able to help you achieve your aims with a package that goes beyond typical training solutions.

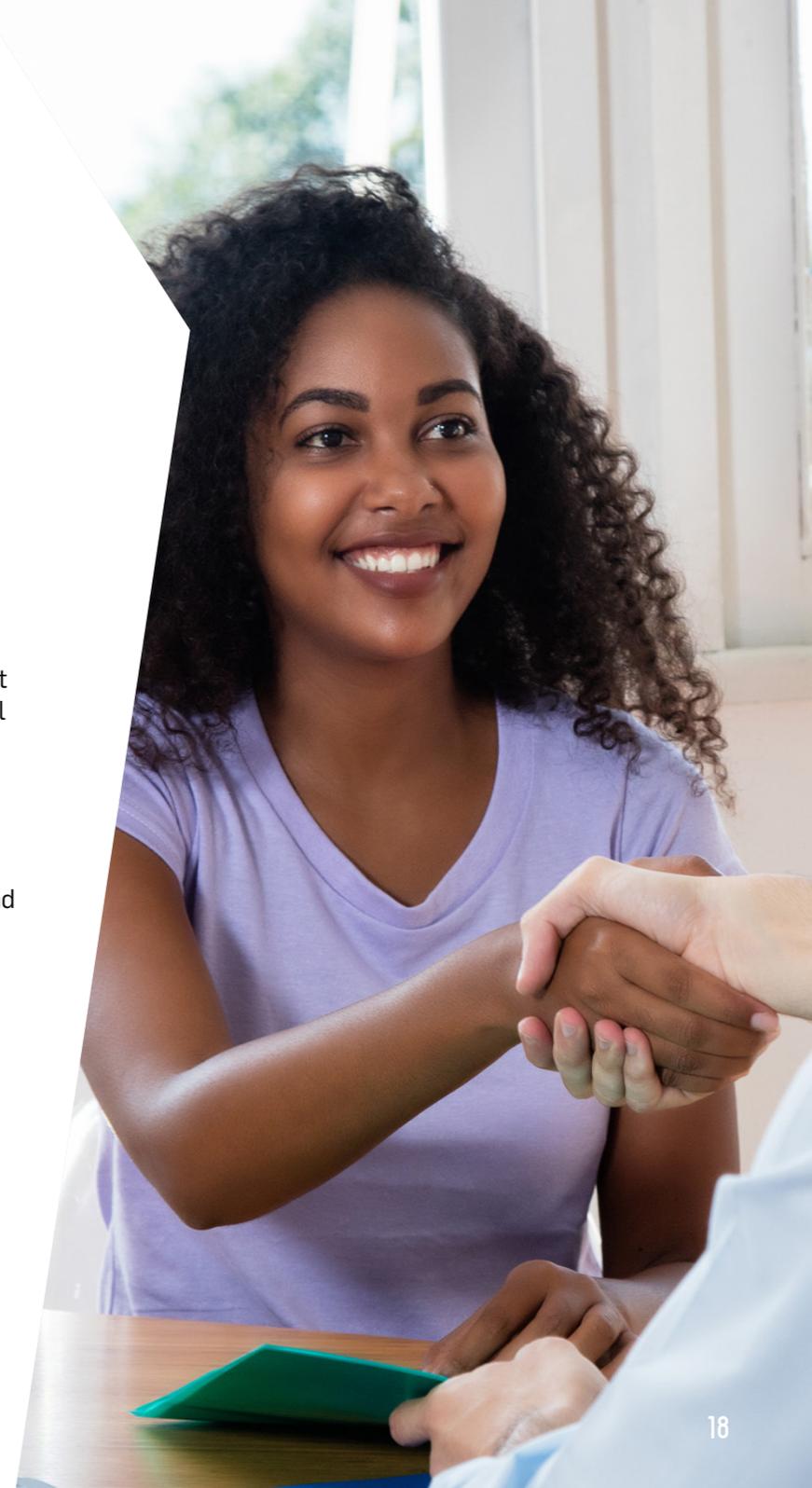
CONTACT US

For further information or to book a meeting please contact us via:

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