



Introduction to executive development.

executive development is a professional organisation, delivering cost effective management and supervisory development programmes, training courses and related services to a wide range of professional, commercial and public sector organisations.

Clients include major commercial companies, legal and accountancy practices, local authorities, universities, business advisory organisations and a range of small and medium size enterprises.

We deliver training from supervisory level up to senior management and executive positions.

Our training provides relevant and practical outcomes that are of real value to our clients. This is because our trainers, facilitators, assessors, psychologists and presenters all have extensive commercial experience in addition to in-depth knowledge of their subject. They are highly skilled at linking the learning points and the theory to real world situations and problems. Our training delivery style is “experiential” with case studies and exercises that involve the delegates. This style of learning is highly effective, demonstrating the learning points and allowing the participants to take away tools, tips and techniques that can be applied easily in the workplace.

Our services range from the provision of in-house programmes, external training courses and events on an as required basis, to the development and implementation of training and development programmes over a number of years. We also have extensive experience in Management and Administration NVQ’s up to level 5 as well as the capability to deliver recognised supervisory development programmes such as the ISM course (Institute of Supervisory Management). We also design and deliver assessment centres for recruitment purposes, or to identify potential amongst the existing workforce.

We also provide staff and customer perception survey services, training needs analysis and appraisal systems and use powerful tools like Belbin profiling and psychometric testing where appropriate.

All of our services are tailored to meet the individual needs of our clients. Each workshop, programme, event or project is discussed in advance to ensure that the objectives and the outcomes meet the needs of each client.

We look forward to working with you on either an individual basis or as an organisation, providing unique and innovative solutions that will have a lasting effect. Do not hesitate to contact us should you require more information or for an informal chat.

Some Key People

Brent Warren - Managing Director and Trainer

A professional individual with an extensive commercial, business advisory, training and management record. Is at his best when presented with difficult situations requiring first class communication and listening skills. He has extensive team leading experience in both commercial and enterprise related fields. Specialises in Sales, Negotiation, Marketing and General Management as well as the financial disciplines. Has extensive training delivery experience. Was a regional finalist in the Barclays Business Advisor awards for 1998.

As Managing Director of **executive development**, Brent develops and delivers training programmes to a number of commercial, public sector and professional clients. He also currently tutors for Nottingham University on the Post Graduate Certificate of Management course in Finance and Knowledge Management, and lectures for Nottingham Trent University on Business Planning and Marketing as well as in the field of Intellectual Property Rights.

In addition to the delivery of development programmes, Brent is a first class presenter and facilitator, able to deliver client messages in accordance with their wishes. Experience with clients such as The Rover Group, NSK-RHP, The Institution of Fire Engineers and PKF, demonstrate his ability in this area.

Malcolm Yates – Trainer, Assessor, Occupational Psychologist and Belbin Associate

Malcolm Yates has had over fifteen years experience within the field of training and development. Malcolm is a graduate of The Nottingham Trent University gaining a Masters Degree in Human Resource Development. He is also a Corporate Member of the Chartered Institute of Personnel and Development. In November 1996 he assisted Redland Bricks Plc in becoming the overall winner of the inaugural IPD People Management Award. (People Management, Vol. 2 N^o 22)

Malcolm was responsible for re-shaping the culture of Nottinghamshire Fire & Rescue Service. Working closely with the Chief Fire Officer, he facilitated the change from command structure to team centred leadership.

Malcolm is a lecturer for the School of Continuing Education at Nottingham University working on the Post Graduate Management Certificate/Diploma staff.

Malcolm is a qualified practitioner in the use of psychometric and occupational tests and he holds both the British Psychological Society Level A and Level B Certificates.

He has worked closely with Dr R.M. Belbin for many years and has gained the status of being one of the 'Belbin Associates'. Malcolm has helped in many areas of Belbin's research, especially into team development at the shop floor level. He has also contributed to the development of Belbin's computer system 'Interplace', which is at the cutting edge of HR development.

Tim Bennett – Facilitator, Trainer, Consultant and Assessor

A professional individual with extensive experience of running autonomous businesses in the UK and on an international basis.

Using his engineering background and team approach, Tim has had the responsibility for all aspects of running a business at senior management level.

Achievements include: - Business turn rounds in the UK and Europe
- Development of a business from factoring to manufacturing
- Re-branding / launching of product ranges in the UK
- and US

Tim is an experienced business consultant and advisor, He has particular skills associated with the assessment of a business, strategic and business planning and assisting management teams to implement change.

As a trainer and facilitator he brings a wealth of practical experience and knowledge to our training programmes and events.

Simone Greasley – Trainer, Facilitator, Assessor and Consultant.

After working for the BBC World Service in London, Simone decided to embark on a career in Human Resource Management. She undertook four years of study and became a recognised member of the Chartered Institute of Personnel & Development.

Working in industry for several years, Simone gained commercial experience through exposure to some fascinating projects. This included working as a member of Toyota Motor Manufacturing's team during the establishment of its plant at Burnaston, Derbyshire and the setting up of Business Link North Nottinghamshire.

In 1995, Simone established her own HR consultancy business, providing practical "hands on" HR support to medium sized businesses across the UK. Key business activities include providing advice on UK and EU employment law; developing HR policies and procedures: compiling contractual documents; managing tailor-made recruitment campaigns; establishing appraisal systems and implementing Investors in People.

Simone brings a wealth of commercial expertise and knowledge to **executive development**. In the field of Human Resource, her skills in developing training programmes, carrying out projects and providing consultancy advice are of great value to our clients.

A first class trainer and facilitator, Simone is a valuable addition to our team

Mike Salt – Trainer, Appraiser, Facilitator and Consultant

In his previous career as a Police Superintendent, Mike's responsibilities included the county traffic department and the project management of major events. As Divisional Commander, he was responsible for the management of 400 personnel and in this role he introduced major changes into the organization.

These included the introduction of Investors In People, a new appraisal system, health and safety policies and a comprehensive sickness and stress management system. He has wide and proven experience in practical management techniques, including crisis management and is a Fellow of The Institute of Management.

Mike is a highly qualified NVQ Assessor and Verifier in Management, Health & Safety, Administration, and other business related awards. He has established a City and Guilds centre with the capability to deliver NVQ awards, team leader qualifications and other accredited courses up to and including Diploma level.

He has extensive experience of training needs analysis, the design and installation of appraisal systems and personnel management systems and is an expert in the field of Health and Safety systems, policies and procedures.

An experienced trainer and appraiser, Mike is a very welcome addition to our skill base.