



Example case history and feedback: business leadership development partnership pod – *we do what we say we are going to do*

Perkin Elmer is a leading global life sciences organisation dedicated to the advancement of life and analytical science. Pod has been partnering with Perkin Elmer since 2008 designing and delivering a range of business focussed development programmes for science graduates and specialised engineers. Pod has delivered programmes for Perkin Elmer in the UK, Poland, Switzerland and Italy.

Delivery partners for

- Global Front Line Management Development Course
- Developing coaching capability programmes
- Appraisal training programme
- One to one coaching of senior and middle managers
- Train the trainer programmes across Europe
- Sales coaching programmes
- Telesales programme within UK and Poland
- Presentation skills programme within UK and Europe
- Leading self and others during change
- Managing meetings
- Leadership and Development programme

Pod is the chosen partner for the Perkin Elmer “Global Front Line Management Development Course” – a modular foundation programme for developing science based leaders. We are in the 6th cohort and are the deliverers of choice for the UK, Nordics and central/eastern Europe

Feedback from HR Lead for UK and Nordics Perkin Elmer. Mona Smith

Maggie is a great champion for people development and has provided some fantastic, practical development solutions that can easily be applied to the workplace, giving enhanced performance and results –

I have used Neil and Pod for a number of years, starting when I worked at PPG Industries. He has a great capacity for understanding the client's needs and wants in terms of training delivery and also understanding the business context under which the organisation operates to ensure that the participants on the training gain maximum value.

Customer / delegate feedback leading self and others during change for Coventry Site – delegates included scientists, software engineers and specialist scientific sales professionals





Standard of tutors/consultants:

- Always a joy
- Very engaging, low on ego and high on impartial knowledge in a interesting way
- Great tutors
- Great experience to draw upon
- Very knowledgeable with good answers for all qualities asked
- Knowledgeable and courteous, open to feedback
- Good dynamics
- Very good, funny and professional and interesting as well
- Very knowledgeable and able to respond to feedback and take the course into directions that the group were interested in or had specific issues with
- Excellent and alternative to individual needs and what they were getting out of the course
- Perfect
- Great understanding and knowledge, loved examples, brought it to life
- Enthusiastic and entertaining, knowledgeable

Which elements of the course did you find most useful:

- The psychology models were very interesting and helped validate and understand what goes on in our heads
- First part 'why change', 'why is our business changing', the ladder of inference sections
- Getting to know the team better, will be more empathic to others
- Reasons why people resist and techniques to help when they do
- Managing change
- Identifying resistors to change, understanding team member values, ladder of inference
- Inference ladder
- Relevance of considering impact of change on colleagues from other sites / departments
- Group exercises and open discussion
- I found the theories very interesting concerning why we react the way we do, the videos were very amusing too
- Exercises, in particular identifying values, reframing
- The exercise and hearing from other peoples experiences
- That it is important to focus on the positives
- What is important to me, reframing, being positive, sharing of ideas
- Group work, which encourages us to obtain each other's views
- The ladder inference and understanding communication

Did you personally enjoy the course:

- Interesting and useful, Yes thought provoking, relaxed and enjoyable atmosphere thanks to Maggie and Neil's style
- Good interactive content and frequent exercises
- The course was good and looked at things positively
- Great to bring a lot of theory / common sense to forefront of mind
- Mostly relevant, some content reinforcing already had knowledge but good to refresh
- Best course I've been on- good energy, engagement, relevant content
- Relevant and engaging, encouraged to use personal experiences
- Yes, it was interesting and useful, found out about group opinions and can hopefully apply some things at work and out of work
- Yes, first time doing anything of this sort as a term and much needed, feel like I can get on with it now
- Very good, no complaints
- Apply not only to work but personal life

Customer reference if required

We are happy for you to talk to our customers to hear what they have to say about pod

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