



Example case history and feedback: Growth partner – Pod- *we do what we say we are going to do*

U-POL is a UK based global producer of coatings and fillers for the automotive and other industries. Pod was engaged in 2006 when U-POL was a £20 million rapidly expanding UK company and given a wide brief directly from the CEO to diagnose, design and deliver a range of programmes to support the company's vision and mission. U-POL has now more than tripled its turnover during the current economic situation.

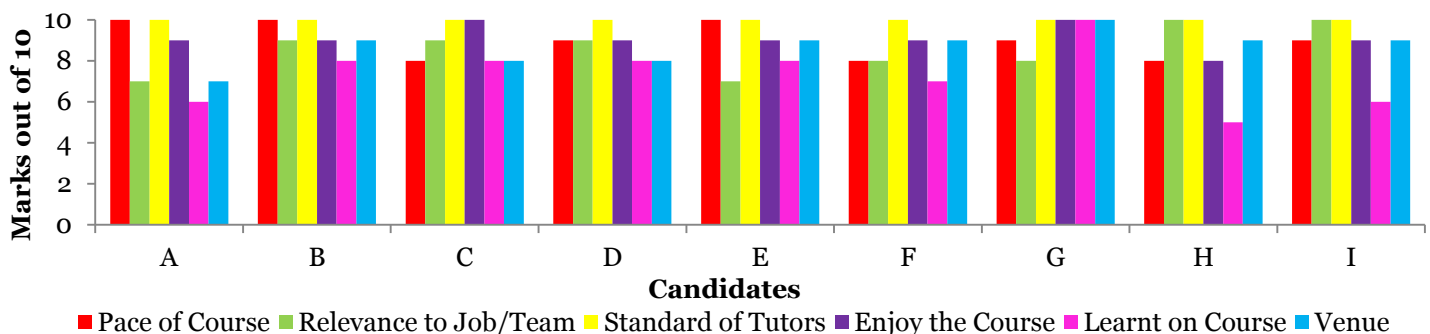
CEO U-POL Phil May –: “Neil has delivered an exceptional people and team development programme for U-POL. He is able to connect with, understand and improve the performance of people from the most junior to the CEO. On our people development programmes Neil is disappointed if any delegate rates him less than 9/10 on any of 8 categories of measured performance – he is very rarely disappointed! I thoroughly recommend Neil and his pod associates”.

Delivery partners for

- One to one coaching of board members and senior leaders/directors
- Business direction facilitated workshops – CREATE
- ILM level 2/3/5 Awards –profiled to meet organisational and identified training needs
- Managing with consistency /Preventing bullying behaviours in the workplace first line managers
- Appraisal system development and delivery of supporting management training programmes
- Sales leadership programme
- Problem solving and decision making for middle managers
- Senior manager project leadership/Board level development programmes

Customer feedback: Delegates included research chemist/marketing managers/sales leaders/production managers/financial managers - ILM level 3 Award: Middle manager programme September 2014

<p>Pace of course:</p> <ul style="list-style-type: none"> • Good pace, enough time • Engaging • Very good pace • Very good coaching skill and bring the best out • Informative / enjoyed • Very pleasant 	<p>Relevance to job/team- usefulness of the course:</p> <ul style="list-style-type: none"> • This covers all challenges I've got • Useful to understand how other leader / manger should act • Spot on with all the tasks talked about • This will help me in my job • Could apply this to my department
<p>Standard of tutors/consultants:</p> <ul style="list-style-type: none"> • Easy to follow, quick, efficient explanations and understand • Both very interesting and teach well, made topics interesting • Concise and understood • Very good • Great team spirit • Very good made it easy to understand 	<p>Which parts or elements of the course did you find most useful:</p> <ul style="list-style-type: none"> • I know few of them already but it was a good reminder all useful • Discussions in group and comparison with other group • All of it – very interesting • Greater understanding of attributes, qualities and behaviours • Everything very informative • Reflecting on company and departments/ theories about the changes of leadership



Customer reference if required: We are happy for you to talk to our customers to hear what they have to say about pod :- contact@pod-associates.com