



## WHAT IS IT?

A management and leadership development initiative

## WHAT IT DELIVERS

*Development of management and leadership skills*  
*Increased productivity that helps improve the bottom line*  
*Builds employee confidence*

## OUTCOMES

*Demonstration of leadership development*  
*Management credibility is enhanced*  
*Increased motivation and engagement*  
*Improved productivity*  
*Better decision making*  
*Improved product innovation*

## HOW IT DOES THIS (PROCESS PRINCIPLES)

The CCS Management Academy has the following key steps:

Initial consultation with the CEO (or MD) / HR Director to understand the people development requirements linked to the achievement of the company objectives

Whiteboard or workshop time with key stakeholders to develop Senior Management training strategy

Gap analysis with key managers to explore management skill, strengths and weaknesses

Review (if available) of existing employee feedback

CCS development of Management Training roadmap

Debrief with project sponsor

Academy workshop material tailoring: design and development

Academy workshop project rollout plan

Workshop facilitation

Follow-up process with Senior Managers

## TAILORING

Every business, no matter the size, market or product has its own DNA. CCS' experience demonstrates that for maximum success, a tailored approach needs to be taken. This means that each CCS Management Academy is built for each client, using tried and tested methodologies applied to the unique circumstances of your business.