

New clients and new projects

We're off to sunny Spain

We're really excited to be working with Kraft Foods Europe in delivering a selection of leadership, People Management and Coaching programmes as part of 'Campus 2011' in Barcelona. Campus 2011 is a week-long event of learning and celebration for top performers and talent from 25 countries across Kraft Foods Europe. Campus is sponsored by Kraft's Executive team and it aims to support the development, engagement and retention of top performers across the business.

A route to success

We are delighted to be working with Invensys Rail on their ASPIRE Potential Development Scheme. This high profile scheme aims to provide a suite of development opportunities for participants across the business. We will be running a tailored workshop that focuses on enhancing the participant's self awareness through a series of group exercises and work with professional actors. As a result of attending, participants will understand how to capitalise on their strengths and focus on development areas relative to clearly defined behavioural factors.

Transforming HR

A while ago we were asked by Vertex to work with them to support a major transformation of their HR function. The function was restructured to provide a more consistent level of HR support across the different regions of the world where Vertex operates. They also introduced a self service support system for managers to use to get HR advice and information. This enables the HR Consultants to operate at a more strategic level and provide consultancy that will help managers move the business forward. Some of the HR team have moved into Project Consultant roles which means the HR team can dedicate specific resource to cross organisational projects as and when required. We were asked to work with the HR Consultants to help them develop the skills required in their new roles.

Ongoing work

Severn Trent

This year we are continuing to work with Severn Trent Water on their leadership development programme for prospective heads of department. The 18 month programme is built around a comprehensive business project with a series of supporting workshops designed to enhance participant's strategic, interpersonal, and leadership skills. The workshops include inputs, group discussions, tasks, case studies, and work with professional actors run by both Interaction and Severn Trent facilitators. Action learning sets and 1:1 coaching support the learning with the programme culminating in a high-profile presentation day involving invited guests from the business.

We are also currently running the Emerging Talent Programme (ETP) for Severn Trent Water designed to build leadership capability amongst prospective front line managers. This two year programme combines structured placements with on-the-job training, professional qualifications, and a series of supporting modules. The modules focus on key personal skills and leadership topics including personal effectiveness, managing others and achieving results with a strong emphasis throughout on delivering business results. The modules consists of a range of different activities designed to promote the importance of self-directed learning including outdoor exercises, actor-based role play, and a community based CSR project.

Graduates

Our graduate work continues with National Grid and Boots. Both programmes have evolved and changed with the times. Each new graduate intake teaches us something new about working with graduates and we are looking forward to a busy September!

Events of the day

Making an exhibition of ourselves at the AGR

Interaction will be exhibiting for the sixth year at the [AGR's annual conference](#) on 4-5 July at the Celtic Manor Hotel. We are hoping to meet some old faces and also make some new contacts so please come and find us on **stand 41**. This year, we are launching our 'Employer guide to graduate development' which you will be able to pick up at the conference or access on our website in July.

A forum for discussion

We ran our first client forum this year at the beautiful Victoria and Albert museum. Topics up for discussion included:

- leadership during and post recession
- talent management - current and future challenges
- employee engagement - engagement post recession

Lively debate revealed lots of interesting links between all three subjects but in all discussions we kept coming back to one recurrent theme - how much depends on the strength of leadership and management capability at middle management level within organisations.

Another observation was made about organisations' tendency to focus on measurement rather than action which in some cases can make the situation worse! Who is responsible for leadership development, engagement and talent was also a hot topic with the perception being that they tended to be viewed as owned by HR rather than line managers.

For detailed reports for each topic [email Jill Pennington](#).

We are planning to run a similar event in the autumn so any ideas about format are welcome!

Team talk

[Simon Merrell](#) completed the Three Peaks Challenge which involves climbing the highest peak in Scotland, England and Wales in 24 hours. Despite some terrible weather conditions Simon and his team finished 90 seconds within the time limit! Simon did the challenge to raise money for the [Prince's Trust](#). The trust supports disadvantaged young people by helping them to take responsibility for their own lives.

Well done Simon!