

Skills for success.

AGR
Business Led
Development
Award Winner
2014



Working for a leading engineering solution provider with complex supply chains means it's vital graduates are able to manage relationships early on. Our award winning, innovative Impact and Influence module plays a crucial role in this skills development.

In a nutshell.

- Award-winning, experiential business simulation 'The Big Build'
- Senior executive involvement providing real world parallels
- Balance of business and behavioural learning
- Professional actors bring learning to life.

What we did.

Our challenge was to create an impactful programme to help graduates understand how their technical role relates to relationship management and why this is so crucial. The Impact and Influence module gives graduates the opportunity to practise and receive feedback on their style and approach in a range of situations.

We designed an experiential business simulation where graduates work in small groups

to win a competitive client tender, liaising with a supplier and competing with other teams.

Graduates also work one-to-one with professional actors to explore different influencing strategies using scenarios based around their own challenging situations.

Our facilitators work closely with them to support learning and provide continuous coaching and feedback.

How it helped.

- Graduates equipped with skills to manage relationships
- Learning immediately transferred to the 'real world'
- Made clear links between behavioural skills, relationships and impact on the bottom line
- Improved understanding of collaborative working to achieve results.

What they said.

“

A very beneficial course – it will definitely influence my way of working with colleagues.

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“

Excellent working on real life situations with the actor – constructive feedback was great!

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“

Loved the interactive approach – the practical aspects kept me intrigued and involved.

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t +44 (0)117 315 5243
w interaction-LD.com
t @interaction_LD

Interaction Learning and Development