

C	CAPACITY BUILDING	C	COMPETITIVENESS	C	COMPLIANCE
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LDR Squared Programme of Professional Development: The Four Leaf Clover

Through our good links with employers and industry we have been able to develop our own model of professional development. This model aims to provide:

1. Learners with the ability to enhance their expertise in a specific area, whilst also improving their softer skills base.
2. Employers with a holistic training programme which can be used to grow and support individuals with an organisation, or as a framework to develop the workforce as a whole
3. Effectively maximise government funding available to reduce, or remove, the financial burden of training from the employer.

Specialist Areas

The professional development model is tailored to your specialist area of learning. From our 10 years of experience providing skills support to industry we are able to deliver professional development in the areas listed below.

	C ³ Area		
Management (ILM)	Capacity	Competitiveness	Compliance
Learning and Development (C&G)	Capacity		
Business Improvement Techniques (EAL)	Competitiveness		
Operational Excellence (EAL)	Compliance		

The Programme

After an initial assessment of needs, and your specialist area is identified, a specific holistic delivery plan will be designed to suit your unique situation, job role, and industry. This will include holistic workshops covering your chosen specialism and other softer skills of People, Profit, Process, and Planet*.

The programme can be assessed in the workplace and/or with other more formal assessments to provide learners with a number of Nationally Recognised Qualifications.

Funding

We are able to maximise funding available from Government to provide this solution with funding if the learner is qualified at level 3 or below. For information about Prior Attainment Level visit www.ldr2.co.uk/know-your-level

* See Page 2 (LDR Squared Programme of Professional Development: The Four P's)

LDR Squared Programme of Professional Development
The Four Leaf Clover:- The Four P's

<div style="display: flex; flex-direction: column; gap: 5px;"> <div style="display: flex; align-items: center;"> <div> <p>People H&S, Behaviours/values, Communication (L&D)</p> </div> </div> <div style="display: flex; align-items: center;"> <div> <p>Profit Finance for non financial, viability, sustainability</p> </div> </div> <div style="display: flex; align-items: center;"> <div> <p>Process Lean (5S, Kaizen, Visual factory)</p> </div> </div> <div style="display: flex; align-items: center;"> <div> <p>Planet CSR, 'greenification' of business</p> </div> </div> </div> <div style="padding: 5px; margin-top: 10px;"> <p><i>By effectively utilising these four elements, this framework can either be used to develop an individual with the knowledge, behaviours/values, tools and techniques to lead an organisation, team or department</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>As a framework to support a workforce to grow, or bring about structured change to working processes or cultures</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>As a holistic model of workforce development.</i></p> </div>	<p>People</p> <p>This covers all elements that relate to the people within an organisation; how to communicate effectively using a range of communication tools from e-mails to face to face interaction, the correct behaviours/values/habits that make a business effective, and any related H&S and/or employee/employer rights and responsibilities.</p> <p>Profit</p> <p>For an employee to be most effective he/she must understand the principle of business and be aware of an organisation's need to make a 'profit'. The learner will gain an understanding of these concepts, KPI's and the link between their job role and Value Added activities.</p> <p>Process</p> <p>Every organisation follows some element of process. This element of the four leaf clover gives the learner the knowledge, understanding and skills to identify these processes and apply tools to bring about improvements which will either reduce costs, ensure quality measures are met and customers receive their product/services in a timely manner.</p> <p>Planet</p> <p>It is vital to consider your impact on the environment and how your organisation is interacting as a part of society. This element covers these issues and ways in which an organisation can reduce their carbon footprint, save energy, and area's to consider to ensure your business is a 'good neighbour' in your community and the wider communities your business interacts within.</p>
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INVESTOR IN PEOPLE

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Specialist Areas

Leadership and Management

The **Level 2** Team Leading programme has been developed to support those working as team leaders, section leaders, floor managers, help desk managers, trainee supervisors, team co-ordinators and those working in a range of other team leader positions.

Level 3 Management programme has been developed to support those working as first line managers, section managers, assistant managers, trainee managers, senior supervisors, and those working in a range of other management positions.

Level 5 Leadership & Management programme has been developed to support those working as managers, senior managers, heads of department, directors and those working in a range of other senior management positions.

Learning and Development

This framework is for those with an interest in and aptitude for training-related activities at a variety of levels. It will help people learn new skills whilst building on and improving existing skills so that they can do their jobs more effectively.

It is appropriate for trainers employed within an organisation to run training programmes for new recruits, and/or to assess the needs of existing staff and work with them to develop their skills. The framework will help build the workforce an employer needs to meet organisational goals and aims.

Business Improvement

Business Improvement Techniques (B-IT) pathway at Level 2 and Level 3 will benefit organisations across all Sectors where there is a need to review business processes in order to identify and eliminate waste and to improve quality. It aims to Improve overall operational performance through improving skills Improve productivity rates and thus profitability (GVA per employee)

These knowledge qualifications support key areas of technical knowledge development needed in carrying out process or quality improvement activities safely and efficiently. Business-Improvement Techniques Level 3 (B-IT3) provides an industry standard programme centred on the proven tools and techniques of lean process and quality improvement activities. It is designed to support continuous improvement by promoting effective team working and developing lean skills across the wider workforce.

All of the above programmes also include:

- Functional Skills English, Mathematics and Information and Communication Technology
- Personal Learning and Thinking Skills