BESPOKE SOLUTIONS TO SUPPORT YOUR BUSINESS

Working with you to create more engaged managers and leaders, drive innovation and improve productivity
You start learning the skill of burrowing down to what the true problem is, rather than immediately reaching for solutions. It stops you from jumping to conclusions and teaches you to listen, a technique I now use on a daily basis.

Nick Dykins, Slingco
Lancaster University Management School is an internationally leading, well established and highly regarded centre of learning. With global expertise covering all aspects of people and business development, coupled with an in-depth knowledge of the regional and national economy, we are best-placed to provide your business with solutions that lead to growth.

Our approach is truly collaborative. You will not find an off-the-shelf product here. Rather, you will discover a way of working that ensures your investment in training is purposeful, timely and specific.

Our initial meetings together will identify the challenges that you face within your business or organisation. You might come to us with a particular problem, or an unrealised ambition to be better at what you do. We will help you to articulate the challenge and work with you to co-design a bespoke training package to address this.

Our approach to learning is experiential. This means that the learning delivered is hands on, active and applied, engaging you and your teams to a greater degree than would be achieved through a traditional approach. We explore the core issues relating to your business and people in order that learning is embedded in your organisation.
Your people make your business. As experts in your sector, our approach is not about improving your technical skills. Rather, it is about facilitating sustained behavioural change; realising your people’s true capabilities in order to make them better managers and better leaders. The impact of our training is a happier, motivated and more productive workforce, better able to tackle future challenges and provide innovative solutions. Ultimately, it is about contributing to the profitability of your business.

Those who come to us use our programmes as a route to achieving many different goals, including:

- developing leadership in individuals and across organisations
- accelerating and facilitating organisational change
- improving management capabilities
- nurturing and facilitating enterprising behaviour and effecting a cultural shift
- integrating organisations post-merger or acquisition
- driving innovation across the business or organisation
- enabling staff to think and act strategically, beyond their functional areas

Whatever it is you want to achieve, we will help you to develop the necessary management and leadership capabilities and unleash the potential within your organisation.

"At the end of the day people are an organisation’s only real asset."

Nigel Whitehead
Group MD, BAE Systems
WHO WE’VE WORKED WITH

We work across diverse sectors from manufacturing to healthcare and from small businesses to major international corporations.

We have experience in developing customised programmes for many private, public and third-sector organisations, including:

- Airbus
- BAE Systems
- Bass
- British Airways
- BT
- Co-operative Financial Services
- Motorola Inc
- NHS
- Royal & Sun Alliance
- Total
- United Utilities

You can find case studies for many of the companies we’ve worked with on our website lancaster.ac.uk/bespokesolutions

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Essar Oil (UK) Ltd owns and operates the Stanlow Manufacturing Complex, located on the Mersey Estuary near Liverpool. Stanlow plays a key part in the national economy, producing over 16% of the UK’s transport fuels.

Strategic developments within the business brought a renewed focus on the importance of leadership in ensuring the company was able to capitalise on emerging opportunities. Essar therefore decided to invest in a new leadership development programme for senior personnel. 14 senior managers were selected for the initial six-month programme, delivered mainly on site at Stanlow and also involving experiential learning at Lancaster.

“We were looking for a partner who could adjust and not just give us a predetermined programme. The responsiveness and flexibility from Lancaster has been great. They have been really easy to work with and because they have quite a large toolkit to work from, and a lot of resources, they have been able to pull the most relevant elements into the programme.”

Margaret Cheshire, Organisation Development & Learning Manager, Essar Oil

lancaster.ac.uk/bespokesolutions
To find out more, please contact the executive education team at Lancaster University Management School.

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A member of the team will be delighted to meet with you at a time and place to suit your needs.

We are a triple-accredited, world-ranked management school, consistently among the UK’s top ten and enjoying a national and international reputation for world-leading research. The Financial Times 2016 ranks the Lancaster MBA 4th in the UK, 35th in the world and 1st in the world for Corporate Strategy.

Ian Gordon,
Director of Executive Education

Helen Fogg
Head of Business Engagement