

Investing in People



CLEVER[™] Leadership Solutions
from



Development solutions for management

A fast-changing world needs agile and resilient teams. Cherith Simmons has worked with some of the UK's top public and private organisations to successfully develop their leaders and managers over the last 30 years. Since 1989 we have worked to build the careers of over 60,000 managers in every sector

Government funding to augment or completely underwrite your leadership and management training is freely available. We are experts at accessing this revenue.

Our background

Cherith Simmons LLP is a partnership with our headquarters in Chertsey, Surrey and an administrative centre in Addlestone, Surrey.

The company was established in 1989 by Cherith Simmons - formerly a Director for the Industrial Society, a government leadership and development agency. She remains managing partner to this day specialising in leadership, performance management and leading the design and development of our extensive range of learning materials.

We are one of ILM's leading UK Centres and we are also accredited by CMI and City & Guilds. We are also an ESFA/Ofsted approved Apprenticeship Provider specialising in Leadership and Management skills.

Our consultancy practice delivers tailored development interventions, service improvement qualifications and facilitation, performance management systems and facilitation for difficult change projects

We also provide coaching and mentoring support at all levels.

Our approach

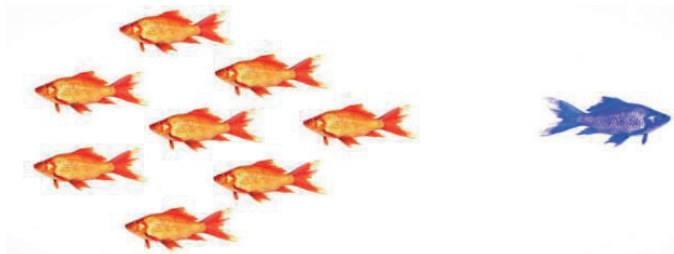
We take proven good practice and add to it leading edge approaches from every sector to create a unique and constantly updated approach to management development at every level.

We call it **CLEVER** Leadership™.

CLEVER Leaders™ are:

Courageous – Logical – Empowering – Visionary – Empathetic – Respected

CLEVER Leadership™ distils the best of the best from every sector and is benchmarked to national standards along with optional accreditation from ILM, CMI and City & Guilds.



Our wayward blue fish on the right symbolises an approach which is constructively different, innovative, and questioning. After all, even dead fish go with the flow!

Our approach will give your team the essentials of Leadership and Management coupled to a mindset focused on constructive challenge, innovation, and continuous improvement

Who we work with

Some of our current and previous clients by sector

We have worked across the **private sector** delivering multilevel organisation-wide leadership & coaching programmes and short courses.



Our **academic sector** programmes are aimed at upskilling managers and leaders in education at all levels.



We have worked at every level in **local government** delivering multilevel accredited programmes and apprenticeships as well as service improvement and large-scale coaching interventions. We also provide performance management training and systems. Improvement projects delivered by learners as part of their qualification have realised millions in savings and efficiencies.



Our **central government and regulatory** clients' programmes have developed leadership and management skills at all levels.



We are proud of our record in developing leaders and managers across the **voluntary sector** nationwide.



Cherith Simmons has served the **NHS and the Private Health Sector** for over 30 years developing leaders, managers, and front-line staff for Primary and Secondary Care Trusts across the UK. We qualify more GP practice managers to their professional diploma than any other single provider.



This is what some of our learners say:

- "The qualifications gave me confidence in my ability as a manager and in the staff that I manage." Mohammed Rahman
- "Since completing my qualification I gained promotion to Staff Sergeant. A big Thank You to Cherith and the team for supporting me to gain this qualification." Alyson Orr
- "I feel that this has given me skills in being a good leader and manager. Thank you to all course tutors for their time." Emma Sutton
- "Very pleased with the approach and knowledge overall." Glynis Barker

Our people

We are a close-knit partnership based in Surrey but operating all over the UK and internationally. All of our partners are experienced managers who have operated at significant levels in innovative, successful, and progressive organisations. Although academically highly qualified we are much more than theorists - we are hands on management practitioners.



Cherith Simmons BA Ed - Founder and Managing Partner

Cherith trained as a teacher and worked with the DWP as a senior manager before joining the Industrial Society as an Area Director designing and delivering a wide range of leadership and management programmes across all sectors including specific programmes designed to advance women's management careers. Her specialities are Leadership, People Management and Performance. She is a visiting fellow at Kingston University Business School.



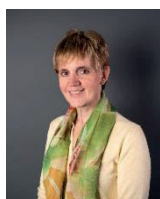
Peter Waddell MA MCIM MEI – Senior Partner

Peter's career was in senior marketing roles prior to moving into board roles with leading marketing agencies, working on top world brands. He holds a master's in marketing with Distinction. He joined Cherith Simmons 5 years after the company was founded. His specialities are Change Management and Service Improvement. He is also a visiting fellow at Kingston University Business School.



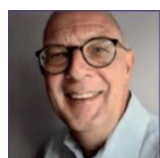
Jerry West - BSc MSc FHEA – Senior partner

An experienced facilitator and teacher, he delivers workshops on Change Management, Service Improvement, Marketing, Employment Law, Finance, Project Management, Technical Topics and Presentation Skills. Jerry ran Sun Microsystems European Training School before joining Cherith Simmons and is deeply involved in the development of our Learning Management Systems and IT.



Sandra Hermitage – B A Hons, MCIPD, - Senior Learning Partner

Sandra has a substantial training and development background and is a qualified ILM Level 7 Executive Coach. She has worked in a variety of different organisations such as BUPA, The Mortgage Corporation and Brown Shipley specialising in learning and development and Coaching. Sandra also delivers regular webinars from Levels 3-7 on subjects as diverse as Leadership, Motivation, and Workforce development.



Paul Mason BTECH Management Studies MCIPD

Specialising in Performance Management, Training Needs Analyses, Change Management and Customer Service, Paul has experience across a broad range of industries, with organisations such as Sky, DHL, Metropolitan Police, Virgin Media, NHS Trusts, and local authorities. He is a Licensed Master Practitioner of Neuro-Linguistic Programming and Licensed Hypnotic Practitioner.



Matt Brown MBA MCIPD MILM MCFI MLPI

Matt has a long history in all aspects of training management in major private sector organisations at senior management and director level. Responsible for the design and delivery of programmes accredited by ILM and CMI worldwide, he specialises in Leadership, Management Development, Interpersonal/Professional Skills and Fundamentals of HR. He is an experienced coach and mentor.



Debbie Davidson BA, Post Graduate Diploma HR Management and Training

Debbie has extensive experience in Leadership and Management Soft Skills as well as Training Needs Analyses, Coaching and Mentoring, Project Management, Customer Service and Business Support. She has worked in major public and private sector organisations in both the UK and South Africa in HR Management and consultancy.

...and our learners?

- "All tutors seemed very experienced and knowledgeable in all subjects." Laura Showlin
- "Fantastic course – all tutors were extremely knowledgeable in their fields and a pleasure to be taught by. I feel more confident in myself as a manager to enable development and guidance of my team members." James Loveless

What we offer

Senior leaders



- Tailored strategic skills programmes from 1 day to 1 year.
- Optional accreditations from ILM at Award, Certificate, and Diploma level.
- Fully Government funded post graduate level apprenticeships for Senior Leaders.
- One to one coaching, team development, facilitation and consultancy.

Middle managers



- Operationally focused programmes from 1 day to 1 year.
- Optional accreditation from ILM at Award, Certificate and Diploma level.
- Fully Government funded degree level management apprenticeships.
- Whole team or individual development.
- Virtual and face to face 2-to-5-day boot camps with optional qualifications.
- Coaching and facilitation.
- Team building events.

Front line managers and supervisors



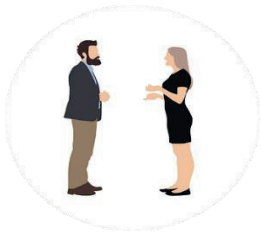
- Customer care and business administration fully government funded apprenticeships.
- Supervisory and aspiring manager programmes optionally accredited by ILM at Award, Certificate and Diploma level.
- Fully Government funded level 3 management apprenticeships.

Other programmes include



- Fully Government funded Level 2 Customer Care apprenticeships.
- Fully Government funded Level 3 Business Administration apprenticeships.
- Coaching and facilitation.
- "Shift Happens" - tailored change programmes and consultancy.
- Service improvement - tailored programmes, consultancy and qualifications.
- Team development through menu-driven short courses and 3-hour Fast Classes.
- Whole organisation solutions and academies.

Performance Management



- We are also performance management experts – offering E360 assessments using your competencies – and we help you design customised competencies involving your own staff.
- 'Discuss' – is our own structured conversation based coaching system for appraisal and performance management – ask for details.
- We also offer free evaluation tools and skills audits for individuals, teams, and your organisation.

Smart Pricing

By the individual or fixed price day rates per cohort.



£ xx
Per person



£ xxx
Per cohort

How we deliver

We tailor programmes to your sector/organisation



All our commissioned programmes can incorporate specially written case studies and exercises relevant to your organisational challenges.

We come to you for face-to-face delivery



- Your premises, your venue, or we'll find you one.
- Face to face events delivered by highly experienced tutors.
- Anywhere in the UK, Ireland, or the rest of the world where English is the predominant business language.

Virtual Classrooms anytime anywhere



- Live, tutor led and highly interactive – Zoom and Teams enabled.
- Worldwide – time zone corrected if required.
- Fully supported, tracked and recorded for quality purposes.

We'll help you recruit learners



- Free flyers, emails, and flyer templates.
- Free virtual and live Q & A sessions.
- Online bookings for your programme with budget code approval safeguards.

World class materials and learning support



- ILM/CMI/City & Guilds/Ofsted/ESFA approved.
- Free toolkits, frameworks, questionnaires, and templates.
- Pragmatic assessment for accredited programmes.
- Bite-sized progressive assessment – complete as you go.
- Online assessment for elements of apprenticeship programmes.
- Special help for reading disabilities.

Quantifiable pay back on your learning investment



- Work based improvement reports and business cases with ROI and cost benefit analyses.
- Templates and toolkits for instant use.

FREE fully configured Learning Management System



- Delivery is supported by our world class LMS – FlexiLearner, - with **your** branding - one click away from your desktop.
- Accessible 24/7 worldwide.
- Download workbooks/access Virtual Classrooms/course schedules.
- Upload assessments and evidence.
- Access your class forum/tutors for one to ones/further reading and useful links.

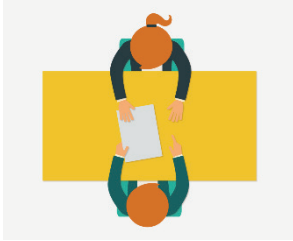
Dedicated support team



- Dedicated client service manager as single point of contact.
 - Lead tutor for each accredited programme.
 - Lead marker for each accredited programme.
 - 24 hours turn-round on emails - open 8.45 – 5.30 Monday to Friday.
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Added Value

Understanding your needs



- Free preliminary consultation.
- Free discussion documents.
- Free detailed and easy to follow quotations.
- No obligation exploratory live or online meetings.
- Rapid turn round for formal tender responses.

Improving your performance



- Free skills audits.
- Free High Performing Cultural analyses.
- Training needs and competence analyses.
- 360 feedback systems.
- Competence development.
- Performance management systems & consultancy.
- Change management consultancy and facilitation.
- Free toolkits, templates, and frameworks for use in your organisation.
- Free LMS with your branding.

Improving take up and retention on programmes



- Help to brand and launch your programme.
- We will help you source available Government funding.
- We will help you recruit, run Q & A sessions, provide flyer and information pack templates.
- Structured retention policies for apprenticeships with full line manager involvement.

Improving impact



- Kirkpatrick style evaluation methodology.
- Monthly feedback on evaluations, achievements and attendance.
- Online access for L & D departments to our LMS to track your learners 24/7.
- Quarterly review meetings.
- Final evaluation showing payback from improvement plans and business cases.

Improving service delivery



- Service improvement woven into every programme.
- Service improvement qualifications options.
- Service improvement facilitation and consultancy.
- Team building events and partnership facilitation.

Next Steps

Discussing/defining/diagnosing



- We are happy to talk without obligation.
- If you want to discuss potential needs or put together the case for staff development, we are happy to help with free surveys, discussion documents and proposals in outline or detail to help define your needs.
- We can talk on the phone, by Zoom or Teams and we are equally happy to come and talk informally face to face!

Quoting/proposing/bidding



- We can deliver costed proposals in a document or through a formal tender process.
- We are happy to apply to be part of a framework or approved provider network.
- Simply let us know what works for you and your organisation.

Working with partnerships or associations



- We can work with informal groupings of different organisations to create a common programme with a shared budget and individual billing for each organisation.
- We have worked with groups of GP practices in the NHS, Chambers of Commerce, trade & professional associations to design and manage specific programmes.
- We can handle the administration and day to day management of simple or complex programmes for you through our LMS and a dedicated support team.

On demand provision and pricing



- We can structure pricing and delivery models where you are not sure what the take up will be.
- We can offer a catalogue of your programmes on a dedicated LMS with your branding.
- We will handle bookings, joining instructions and delivery.

Anything else?



Just ask us – we like a challenge!

