

Top Tips Thursday

Partnering & Collaborating

We have partnered with [MTD Training](#) to develop our current and aspiring managers through the [Team Leader/Supervisor Level 3](#) and [Operations/Departmental Manager Level 5](#) apprenticeship programmes.

Whilst the standard is the standard, it's **crucial that the programmes are tailored to Instarmac** and are **personalised to our managers individual development needs** – which led us to work closely with MTD's Skills Coaches, Tracy Sawrey and Dan Searles, to identify ways we can **ensure the programmes make a difference** for our leaders, their teams and the business as a whole.

Here are our **top tips for partnering and collaborating** with your training provider to maximise the impact of apprenticeships for your business:

1. Find the common ground – MTD completed robust individual Skills Scans for each manager and leader across both levels to **identify common development areas to target** through the programmes.

2. Identify the biggest impact – MTD analysed the Skills Scans at both individual and group level and proposed **5 x 1-day masterclasses which addressed our managers greatest development needs**.

3. Align delivery to business needs – MTD worked to **understand our priorities and key events** which would impact on our leaders throughout the programme and **changed the sequence of the planned modules to maximise on and support the embedding of our business needs**. For example, the implementation of our new feedback system Clear View required managers to be able to support their teams through effective coaching and mentoring, so MTD ensured the delivery of this core module coincided with the rollout of Clear View.

4. Collaborate on design and communication – MTD **worked with us to tailor the content of each programme** to the role of our leaders, our industry and culture, and **Instarmac's HR worked quickly to secure delivery dates** in managers' diaries.

5. Keep in touch – MTD and Instarmac have met regularly **throughout the delivery of the programmes** to ensure managers' progress is reviewed, non-attendance is addressed and changes/updates in the business are recognised and reflected on programme.

Our managers and leaders are really **benefiting from the programmes being so tailored to their role and their needs**, and are on track to achieve their Advanced and Higher Apprenticeship qualifications in May this year.

