

Improving the world through engineering

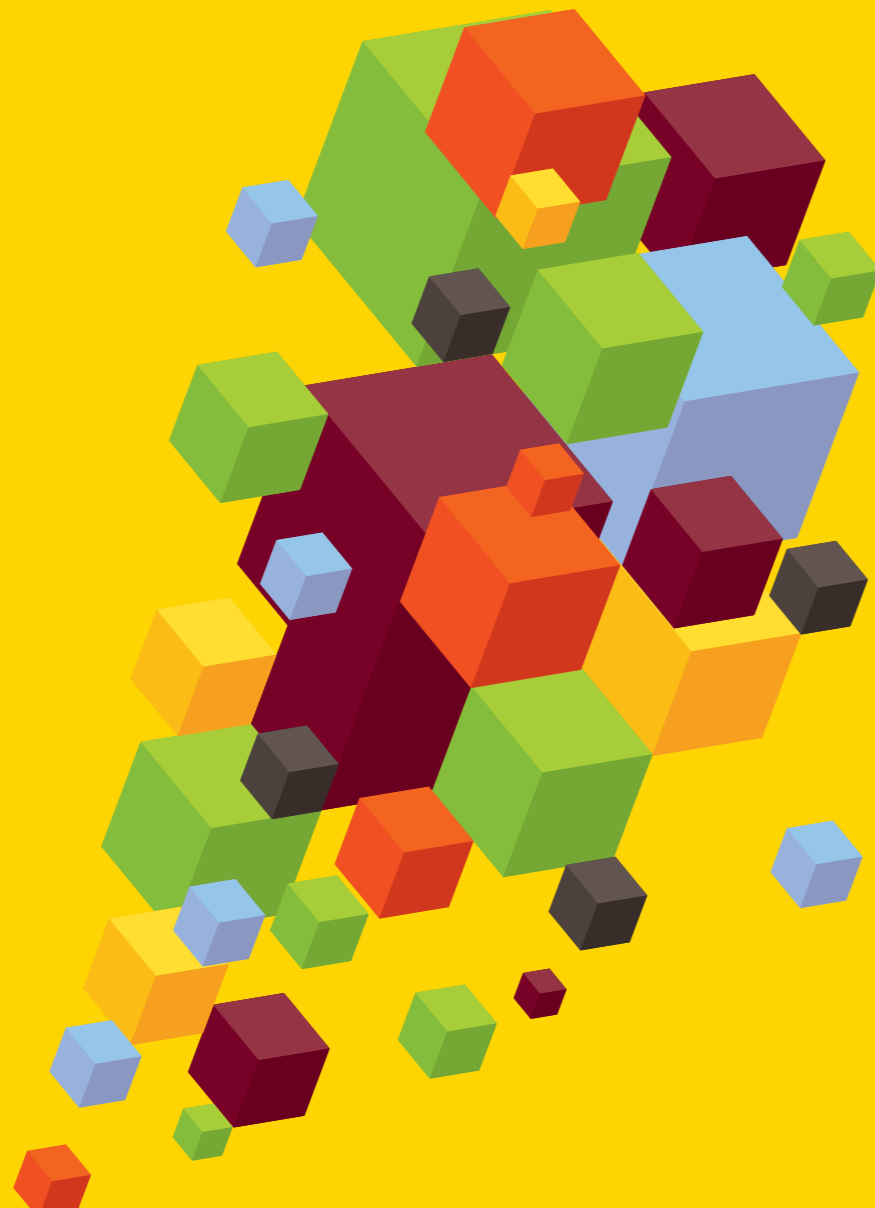


THE MOST SUCCESSFUL PEOPLE AND BUSINESSES **NEVER STOP LEARNING**

Introducing our experience and expertise
in Learning and Development

Institution of
**MECHANICAL
ENGINEERS**

IMPROVING THE WORLD THROUGH ENGINEERING STARTS WITH ENSURING ENGINEERS ARE THE BEST THEY CAN BE



The Institution of Mechanical Engineers is the fastest growing professional engineering institution in the UK. We are connected to the country's most important and dynamic industries with our members working in energy, environment, transport, medicine, aerospace and beyond.

With a vision to improve the world through engineering we play a unique role at the heart of British industry. We do this in three ways:

Setting the agenda

Developing professional engineers

Inspiring the next generation

Our work is not restricted to the UK, however. We join forces with companies all over the world to ensure their technical workforce is trained to the highest standard.

For this reason we believe learning and development is the pivotal component in achieving our vision. By equipping engineers with the right skills, knowledge and experience to help them develop, we will contribute to strengthening the world's leading companies. To ultimately improve the world through engineering.

The Institution of Mechanical Engineers is strikingly different from other organisations that offer learning and development.

We work with leading companies, universities and think-tanks to create and share knowledge about all aspects of engineering. We provide government, business and the public with fresh thinking and authoritative, impartial information. We're a catalyst for change, not afraid to challenge convention, and a champion for the needs of engineers.

This provides us with a unique perspective on the issues facing your business, and the understanding and ability to devise the training programme your organisation needs to grow.

We can deliver a common training experience across regions, or tailor a programme to the particular needs of an individual market. We can train graduate engineers through to senior leaders. Either way, we expect to work closely with you to create a customised programme that is aligned to your specific commercial objectives.

Put simply, we offer the widest range of training programmes designed for engineers and businesses with technical people around the world.

OUR LEARNING AND DEVELOPMENT EXPERTISE, IN SUMMARY:

- 1. Long-term learning & development consultancy**
- 2. Multiple-country roll out, local language capability**
- 3. Tailor-made or off-the-shelf options**
- 4. Complete programme management of all logistics**
- 5. Central London training centre**
- 6. Online diagnostic tools & e-learning capability**
- 7. Expert in working with engineers & technical professionals**
- 8. Offer both leadership and management as well as technical training**

TAILORED PROGRAMMES FOR BUSINESS

As a first step for large, multi-national organisations we usually recommend using one of our unique, online diagnostic tools. These allow us to get under the skin of your business, to understand exactly what knowledge and skills your people need to meet your commercial targets and measure future growth.

We work with all levels of technical professionals, from graduates to senior business leaders, helping them grow their skills in six core areas.

SELF AWARENESS

PERSONAL EFFECTIVENESS

COMMUNICATION

TEAM DEVELOPMENT

COMMERCIAL AWARENESS

CULTURAL AWARENESS

We specialise in leadership and management training, helping talented technical professionals learn the skills they need to become effective leaders.

Although we always tailor our programmes to individual businesses, we structure our training around a number of core capability areas and experience levels.

We always look to match our training teams with the shape of your business. Therefore we are able to draw on a wide range of different nationalities to roll out training programmes across the world, delivered in local languages where necessary.

We believe that to become expert facilitators our consultants first need to prove themselves as expert practitioners. So they all have strong track records in management as well as many years of senior-level training experience.

OPEN COURSES FOR INDIVIDUALS

As the Institution of Mechanical Engineers, we believe we have a responsibility to provide the most up-to-date, industry-relevant training for engineers. We offer a wide range of such courses to all engineers and technical people on an open, 'off-the-shelf' basis.

This means we can help you fill the gaps in an individual's skill set, when perhaps you don't need to invest in the same training for larger numbers of people within your organisation.

Our open courses are designed to meet the needs of individuals working towards professional registration. Working with small groups, usually of only six or seven delegates, we help individuals learn a wide range of skills – from technical aspects of their jobs to the broader management and personal skills needed to develop their careers.

Our courses are practical and highly interactive. Many of them are run by engineers who have a deep understanding of the needs of engineers at all stages in their careers.

We organise our programmes into two core areas run regularly throughout the year:

1. BUSINESS AND MANAGEMENT TRAINING FOR ENGINEERS

2. TECHNICAL TRAINING FOR ENGINEERS

CASE STUDY: GROWING INTO A WORLD CLASS SERVICE COMPANY

THE CHALLENGE

Our work with one client involved a radical overhaul of their employees' skill-set. An international telecommunications company with a global workforce of 31,000, they were embarking on an ambitious plan of expansion with an eye to cementing their position as a 'world class service company.'

They knew that to achieve and then maintain business growth, they would first need to develop a team of leaders able to both manage increasingly complex operations, and guide other staff through the change process as well.

Their leaders needed to be able to think strategically and innovatively, make sound judgements under pressure and lead with confidence and business acumen to deliver profitable results. The challenge then was to help them establish these key behaviours in their leadership teams across the world whilst maintaining a focus on cost saving.

OUR RESPONSE

Our solution was to go back to basics. Rather than simply identifying – and plugging – a skills gap based on generic criteria, we identified the skills that would be most instrumental to their growth, and tailored the course around them.

Growing from within

For a corporate culture to change, new principles and skills must disseminate completely throughout the workforce. With this in mind, we firstly identified any major, company-wide skill gaps using two diagnostic tools – the Commercial Awareness Diagnostic and the Team Performance Diagnostic. This set targets for improvement.

Secondly, we worked with senior leaders to deliver a 'training camp' – a 'train the trainer' programme that ensured the senior learning and development team had the correct training to be able to properly pass on the new skills to employees. Crucially, we assessed the training skills of each individual to identify who could deliver training alone, who required co-facilitation, and who needed further training and support for the rest of the process.

Developing a programme

From this we designed a modular programme that would enhance the First Level Managers' leadership skills. Core components of this programme included: communication & influencing, team effectiveness, leading change, vision & strategy, financial fundamentals, performance management and inspiration & motivation.

Ensuring progress

To ensure efficient project management and progression, we set up a 'process flow' document, so that all timings were met and all participants understood exactly what was expected of them. Finally, to ensure these new skills were properly consolidated, we made key course materials available on our website for individual study. These included: pre-work, workbooks and online evaluations.

Before rolling out the global training, we ran an initial pilot training programme to identify areas for development. This allowed the core team to reflect on and adjust the programme to ensure it fulfilled its objectives.

RESULTS

By facilitating a comprehensive growth of employees' core skills, we were able to move our client into a position where their managers have the skills needed to meet their business growth targets. One year on the programme continues to be delivered to their offices around the world; in many instances solely by the internal team of trainers coached and accredited by us.

Achievements after year 1:

Countries

12

Courses

31

Participants

427

Surveys

5124

Rating

95%

“”

THE TRAINING
WAS VERY
INTERESTING
AND USEFUL.
IT WILL HELP
ME MANAGE
AND LEAD MY
TEAM BETTER
THAN I WAS
ABLE TO BEFORE.
THANK YOU.

Delegate feedback, post-training

05_06

TRAINING WITH THE IMECHE: A CUTTING-EDGE EXPERIENCE FOR INDIVIDUALS

Our courses are an intensive but compelling means of building a professional skill-set.

Lasting between one and two days, the vast majority have been specially designed to be useful for engineers at any stage of their career, though several are particularly relevant to directors and project managers. They also provide an invaluable opportunity to meet and interact with people from across the industry. Training is hands-on, with course time divided between the lecture theatre and the lab; and indeed we treat practical training as a crucial part of the learning process. Each course is directed by a combination of industry specialists passing on their technical know-how, and outside experts such as lawyers, managers and IT technicians.

We offer a wide range of courses, giving individuals the best possible opportunity to take their competencies in the direction they want. From highly technical programmes including systems engineering and electrical principles, to training focusing on R&D, intellectual property and financial management, each course combines basic principles with challenging new ideas that convey the latest industry innovations.

Each season we deliver new and updated courses, to ensure there is always a fresh new way for individuals to grow their expertise. For 2011, our programme includes for the first time training on European defence business, courtroom skills and an introduction to maintenance techniques.

Among many other new skills, your engineers will be able to:

- Use critical reasoning to make clear and informed decisions
- Manage a variety of engineering projects
- Use effective leadership and performance management to get the best out of everyone
- Organise, co-ordinate and delegate project activities
- Develop a highly effective presentation style
- Create partnerships with clients that are productive, meaningful and long-term
- Organise your thoughts to produce more effective reports
- Understand business principles and grow commercial awareness

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**VERY INFORMATIVE,
RELEVANT TO MY
DAILY JOB AND SHOULD
HELP ME FULFILL MY
SHORT AND LONG-
TERM GOALS**

Owen Shadick O-Chip Ltd

WHAT'S NEXT FOR YOUR BUSINESS? IDENTIFYING THE OPPORTUNITY FOR GROWTH

We would be delighted to continue the conversation with you face-to-face, to help you identify the areas of potential for your people.

As a first step, you might like to try one of our unique online diagnostic tools, to see for yourself what areas of development might be required for your people. Or you could send some of your engineers on one of our open courses to get a taste for the kind of training we can offer.

**For more information,
please get in touch:**

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