



case study

talent management & business networking skills – bank x

Programme Title:

Networking skills “Working the Room”.

Organisational Context:

50 graduates recruited to talent management programme on a yearly basis. 4 year developmental programme that facilitates the development of individuals to Senior leadership positions within the organisation. Their development is based upon a large amount of “networking” within and outside of the organisation.

Sample business issues:

How to exploit networking opportunities for maximum ‘Return on Investment’ (ROI) for the business.

The solution:

- Detailed design
- Experiential yacht and classroom based programme
- Experiential and classroom based Networking programme
- Follow up and ongoing support.

Programme interventions:

- One day design
- Two day yacht based experiential programme in Portsmouth
- 36 hour experiential Networking event in London
- Ongoing support to anchor theory to habit (utilising Mission’s networking tools).

Programme Content - Theoretical Input:

- Relationship Theory
- Social Etiquette
- Leading Self and Others Curriculum (LSO©)
- Metaphoric reinforcement from guest speaker
- Networking theory (6 degrees of separation; network capital accounts & valuation; network management and networking tools, body language and rapport building skills).

Activated by:

- Experiential yacht based programme designed to develop peer group relationships for the 4 year programme and to demonstrate the power of culture, behaviour and process in underpinning high performance.
- 36 hour networking event with theory and practical reinforcement in the form of formal dinner with real guests organised and managed by the delegates.

Notes:

Ongoing annual programme.

Results:

- Exceptional qualitative feedback (66% increase in delegate competence following the programme)
- Delegates now run their own networking events against a consistent template
- Networking tools to support delegate development between formal reviews and to support their development through the organisation.



m i s s i o n

Mission Performance Ltd.

Lakeside Studio, Carron Row Farm,
Segensworth Road, Fareham, PO15 5DZ

Telephone: **01329 841652**

Fax: 01329 849430

Email: info@missionperformance.com

www.missionperformance.com