



THE LEARNING
& DEVELOPMENT
CONSORTIUM



The Learning & Development Consortium



What it means to be a
member of The LDC



Welcome to our story.

I've enjoyed every minute of shaping and nurturing The Learning & Development Consortium. We've been fortunate to work with some great people and support some outstanding organisations.

We would describe The LDC as a community of ambitious organisations, learning and improving together. Our organisations support one another, share success stories and focus on extracting value from their engagement with the LDC.

We have some clear ambitions to grow our membership community over the coming years. We hope you enjoy reading our story and that you identify some areas that will help your organisation to move forward.

Very best wishes.
Graham Scott
Founder & Director



A COMMUNITY OF AMBITIOUS ORGANISATIONS, LEARNING AND IMPROVING TOGETHER



What's on offer and how we do things

Being a member of the LDC provides efficient and cost effective access to a range of resources, expertise and benchmarking opportunities. Engagement in our activities drives improvement and outstanding performance.

Feedback and evidence would indicate that engagement with the LDC leads to both marginal gains and transformational impact. The support on offer leads to a clear focus on achieving positive outcomes and indeed sharing these success stories across the membership community.

We are simply providing the opportunity to work with some great people and organisations.



Our partners provide a range of additional resources and expertise. They quite often work directly with our member organisations in helping to deliver specific outcomes.



PARTNERS

Over the last decade, we've developed effective and sustainable relationships with our partner organisations. They bring a range of resources and expertise to our member organisations. We encourage and facilitate direct work between our partners and member organisations. This direct work provides efficient access to specialist skills and expertise.



SHOTBLAST MEDIA
The Alchemy Of Film®

An excellent organisation that provide video production services. Their industrial storytelling has developed such a strong reputation.



Working closely with The International Centre for Leadership & Followership. We have access to world-class research skills and the latest thinking around leadership and followership.



The Foundation of Light is the official charity of Sunderland AFC. For any organisation wanting to adopt a strategic and ambitious approach to supporting their local communities then having access to the team from the F of L will add value and greater insight. Jamie Wright (MD at the Foundation) takes the lead with CSR Best Practice Group.

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Mark Dewhurst is the business owner of Simply Culture. An experienced corporate leader who we have worked with for over a decade. Mark is the lead for our Best Practice Group – Investing in Organisational Culture.

PROX & REVERIE



An organisation who can transform the training and development experience through the use of mixed reality technology. Amazing potential!



We organise a series of day visits to the Sunderland Plant. The visit offers a tremendous benchmarking experience - operational excellence, training infrastructure, safety dojo, employee selection, and the role of the supervisor.



Gaining access to the expertise and resources at Nissan, Sunderland provides a range of improvement opportunities for our member organisations. Over the last decade we have organised over 50 visits to the plant. The team at Nissan are always supportive and willing to share best practice. Over recent years the team at Nissan have supported our members directly with their continuous improvement journey and technical training.



Our **one day benchmarking** visits provide the opportunity to observe a world class manufacturing environment and begin to access a range of resources that are available to LDC member organisations. A range of ideas have been implemented as a result of our day visits, e.g. safety dojo.

The day visit covers a range of areas and is a building block for further benchmarking and implementation of new ideas:

- Recruitment Centre which allows us to observe the selection process for manufacturing staff
- Standard Operating Procedures
- Continuous Improvement – tools & techniques
- The Kaizen process
- Role of the supervisor – including a visit to a supervisors zone
- Shift Changeover
- Approach to training – including the assessment of competency
- Safety Dojo – an interactive training facility based around the 10 safety behaviours at Nissan
- The training and development infrastructure
- Cascading of objectives
- Audit process

PARTNERS



The LDC now has access to all the training & development courses offered at the Sunderland plant. We use the day visits to communicate these opportunities and help member organisations identify potential gaps in their own training and development infrastructure.



We are in the process of putting together a brochure to communicate the courses and expertise on offer to LDC member organisations.

Please direct your initial interest to the LDC at info@ldconsortium.com. We have created a booking process with our partners at Nissan. Payment for attending any course will be made direct to Nissan – this includes a day visit.

We look forward to working with you.

Steve Laidlow (Nissan, Senior Controller, Learning & Development) , Graham Scott (Founder & Director, The Learning & Development Consortium)

Becoming a member.



The LDC operates as a membership community, made up of organisations from a range of sectors – manufacturing, education, charities, performing arts, waste management, retail, construction and logistics.

Membership provides efficient and cost effective access to a range of resources and expertise. We've created a culture of support, sharing best practice and delivering outcomes.



Initial support to identify priorities in terms of your cultural journey.



Access to our Best Practice Groups.



Access to our Benchmarking visits, programmes and workshops.



Access to our partners.



Senior organisational leaders providing mentoring

A community of ambitious organisations, learning and improving together.



“I started working for Ardagh Glass in 2010, working in a number of different roles and progressing my career. I’m currently a National Account Manager, developing business with new and existing customers.

I’ve had the support of the LDC for over a decade – benchmarking visits, an external mentor, support around my academic qualifications, and more recently some coaching around my own personal brand. Many of my colleagues have also had access to the LDC resources and expertise.

Our current project with the LDC is creating a wellbeing strategy to support team members within the UK sales team. I’m also about to become a mentor to an individual within the LDC community. It’s great to be giving something back.

I look forward to continuing my work with the LDC, both accessing support for my own development but also supporting the LDC with their journey. It continues to a great partnership.”

James Bennett, Ardagh Glass UK

What's on offer...



Best Practice Groups

Topics include Employee Wellbeing, Safety in the Workplace, Organisational Culture and Coaching & Mentoring.



First Line Leaders

In order to support our member organisations we are proposing an ambitious 3 year strategy to support the development and engagement of First Line Leaders across the LDC community.



Coaching & Mentoring

We provide a range of coaching and mentoring support activities. In our work with individuals, we will encourage reflection and design around personal branding statements.

What's on offer...



Benchmarking

Our benchmarking visits create the opportunity to innovate, implement best practice and develop improvement strategies.



Organisational Consultancy

Our consultancy includes organisational culture, vision & values, high performance cultures, learning & development strategy, talent acquisition & retention, and First Line Leader development.



Skill Workshops

We offer a range of workshops which support individuals with their personalised development strategy. The workshops provide thought leadership and an engaging experience.

Best Practice Groups.

We are looking to build on the success of our best practice groups. We've evaluated our progress during 2023 and sought feedback from our member organisations – the overall conclusion is that everyone enjoys face-to-face best practice visits and workshops. We'll be encouraging wider engagement across the membership community, supporting individuals with their professional development, and helping everyone to build effective networks across a range of organisations.

Key Features:

- Designing and implementing successful strategies in key areas of organisational development
- Sharing best practice between member organisations
- Implementing real improvement – measured and tracked
- An excellent group of subject leads who facilitate and shape our activities
- A consistent group of like-minded individuals who commit to the entire process during 2024
- Four best practice visits/development workshops throughout 2024 – face to face
- A platform to share ideas, ask for support, and access relevant material
- A sense of pace, momentum, and collaboration

Best Practice Group topics:

- Safety in the workplace
- Employee wellbeing
- Investing in organisational culture
- Recruitment, selection & onboarding
- Coaching & Mentoring

Groups are aimed at senior, functional and junior leads, project leads and all team members

The lead of our Safety in the Workplace BPG, Michael Buckley, Accrol Group, highlights the benefits of taking part:

“Great discussion today on our H&S BPG call. Sharing good and bad experiences around managing CDM projects and the role of engineers in the workplace with regards to safety. As the lead of this group it is very rewarding to be able to help other members who are dealing with specific problems. The breadth and depth of experience across the group usually means we are able to provide meaningful support”.





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“I thought the event was excellent. Extremely insightful and a great introduction for Elite into the benefits that the LDC can offer us not only for the cultural benefits to its business but also for the advice from fellow consortium members.”



Being **the best** FLL I can be

OUR 3 YEAR FIRST LINE LEADER STRATEGY

**An ambitious strategy with an innovative
range of activities and opportunities**

In order to support our member organisations we are proposing an ambitious 3 year strategy to support the development and engagement of First Line Leaders across the LDC community

Our work together will set out to understand and observe the link between First Line Leaders performance and organisational performance. We'll identify some key behaviours that lead to excellent performance.

Our academic partners at Durham University Business School will provide us with a research framework, ensuring that we have a robust approach to measuring success and gathering feedback.

Our 12 best practice indicators will also provide an ongoing reference point.

Proposed activities

- **Selection and assessment centre for the appointment of FLL**
- **Formation of a FLL Strategy Group – organisational leaders**
- **FLL development programmes**
- **Benchmarking visits**
- **FLL Festivals during the Spring & Autumn**
- **Access to our Best Practice Groups**
- **Collaborative projects**
- **Online development workshops**
- **Mentoring support**



Benchmarking.

The Japanese word dantotsu captures the very essence of benchmarking – striving to be the very best of the best. Our benchmarking visits create the opportunity to innovate, implement best practice and develop improvement strategies. We have learned over the years that the benchmarking process needs a very disciplined and focused approach.

We offer a range of benchmarking activities across the year – observing best practice in terms of organisational culture, operational excellence, safety, employee engagement and people development.

So far we have visited the following organisations:

- Nissan car plant (Sunderland)
- Tong Garden Centre
- Foundation of Light (Official charity of Sunderland AFC)
- Portakabin (York)
- Ardagh Group (Doncaster)
- Accrol Group (Blackburn & Leyland)
- Berry Global (Beccles)

Benefits of benchmarking:

- Creates a mindset and culture of continuous improvement
- Brings a rigorous and independent assessment of current performance
- Supports consistency and standardisation across the organisation
- Identifies performance gaps
- Supports the development and engagement of employees



“As a team we are always striving to find those 1 % gains, to improve everything we do”

– Marginal gains

– Relentless consistency

Scott Morley
Operations Manager



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“Sharing knowledge and experience is a major benefit when organisations in the manufacturing industry open their doors to others, especially in relation to the common goal of keeping people safe. In my capacity as a regional HSE Manager for a global manufacturing company I am always on the lookout for the next opportunity to help us work towards a zero recordable accident environment in our factories, so I was delighted when the L&D Consortium invited me and other colleagues to visit Nissan and hear about their safety journey and the Dojo.”

David Brown, HSE Manager
Distribution Division, Berry Global

Our Schools Project

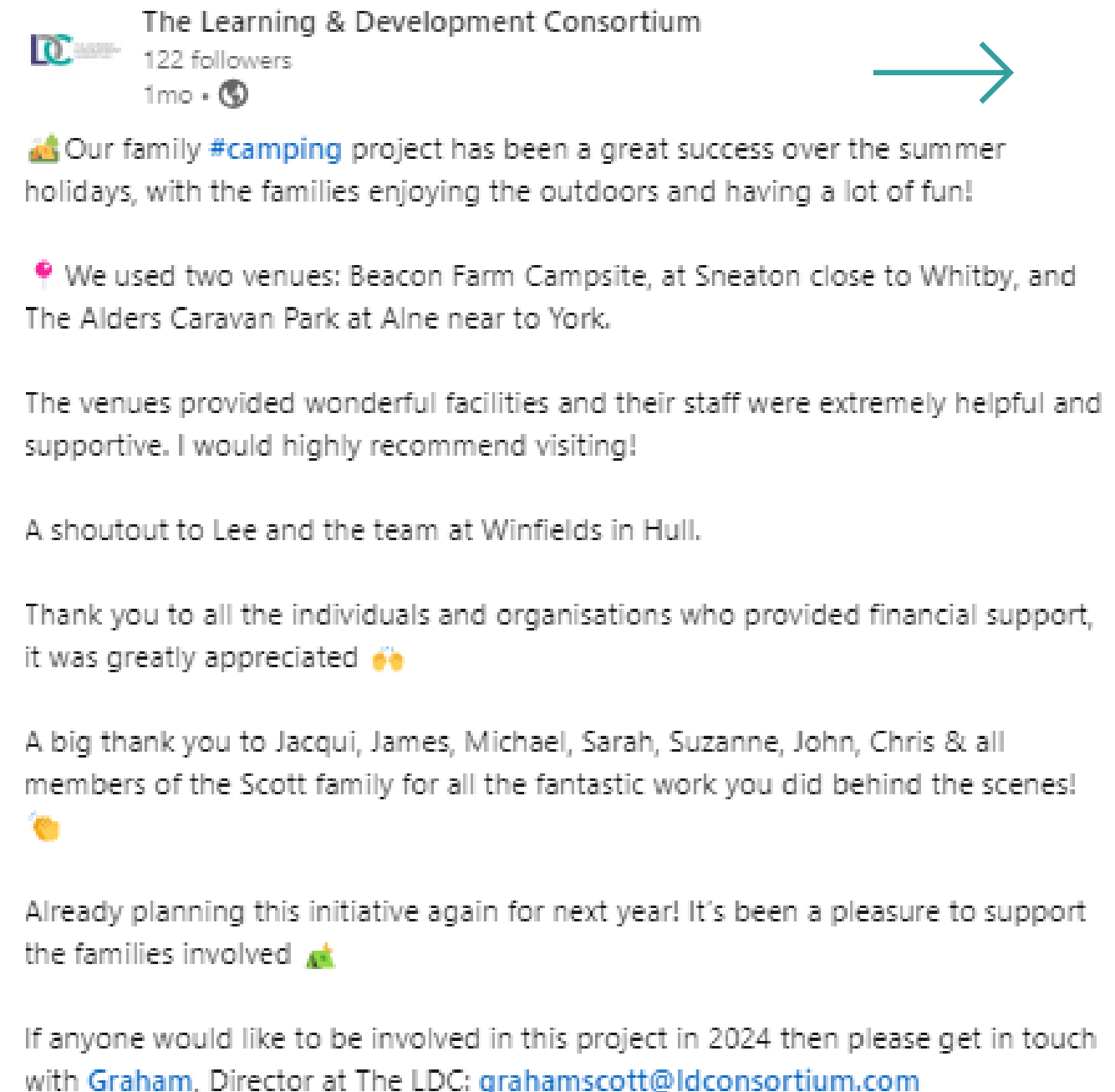
Over recent years the LDC has supported the children and their families at two brilliant schools in West Yorkshire.

We've worked with Parklands Primary School in Leeds since 2019 – building strong relationships with the teaching staff, children and parents. We also support Normanton Junior Academy.

The families in the two schools face a range of challenges and life can get difficult on occasions. We continue to be amazed by their resilience, creativity and resourcefulness. The LDC wants to provide long term support, sustainable in nature and simply everyone reaching their full potential.

Our Founder, Graham Scott is currently working with a group of parents in each school, focusing on some key areas:

- Overall wellbeing
- Employment skills
- Local DIY SOS projects
- Taking up a new hobby
- Financial skills and accessing local support
- Healthy eating



What will the future look like – next 3 years



The Future

As we move beyond our 10th anniversary we have taken the opportunity to reflect, refocus and reset our strategy for the next 3 years. Although we will introduce some new initiatives our overall strategy will be underpinned by the ambition to offer excellent service and support to our member organisations. Clarity around our offering and identity will be a focus for us.

Our membership community have been loyal and supportive and we want to nurture these relationships.

Our 3 year plan will include the creation of a leadership group which ensures the long term sustainability of the LDC.

Some key ambitions:

- Recruit 12 new member organisations per annum. Graham Scott our Founder and Director will take direct responsibility for recruiting new members in the North East region
- Increase the percentage of employees in each member organisation who are directly engaged in LDC activities
- Continue to invest in our school project – certainly around our family camping trips
- Increase the range of benchmarking opportunities
- Growing our Best Practice Groups – 250 individuals participating and fully engaged
- Building our coaching and mentoring community – including the offer of a qualification
- Effective implementation of our 3 year first line leader (FLL) strategy
- Continue to build our knowledge and expertise around personalised learning and personal branding
- Develop a broad range of learning resources through our YouTube channel. Looking at thought leadership in some key areas but also an extensive range interviews with member organisations. The learning resources will support our work around personalised learning and personal branding.

We will track progress against our key ambitions and communicate through our monthly newsletter. In addition to our monthly newsletter we will also publish an Annual Review. We look forward to working with new and existing members, building great partnerships and delivering some tangible outcomes.

Best wishes from the LDC Leadership & Delivery Group

Understanding The LDC

Click on each video to find out more about our story, relationships and the expert leaders we work with.



Health & Wellbeing Workshop
With Portakabin | Best...



First Line Leader
Development Presentations...



LDC Celebrates 10th
Anniversary



Coaching & Mentoring
Workshop





Contact Us

To become a member of The LDC community.



Phone

07885270271



Email

info@ldconsortium.com



Website

www.ldconsortium.com



Linkedin

[the-learning-development-consortium](https://www.linkedin.com/company/the-learning-development-consortium)