



THE LEARNING  
& DEVELOPMENT  
CONSORTIUM



Being the best FLL I can be



# 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.



# Our Leadership Group

We are fortunate to have such a strong leadership group, offering their experience and expertise.

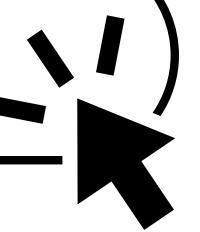
We have worked closely with the group over many years, delivering some great outcomes, sharing the same values, and enjoying one another's company. The leadership group will ensure the sustainability and future success of the LDC.

## The role of the LDC Leadership Group:

- Support the recruitment of new member organisations
- Offering thought leadership in key areas of organisational development
- Leading specific projects
- Direct involvement in the onboarding of new member organisations
- Helping to create a culture of 'positive dissatisfaction'
- Designing and leading the future strategy of the LDC



[LEARN MORE](#)



# 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<sup>®</sup>

An excellent organisation that provides 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.

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**simplyculture.**  
People power performance.

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 – Building an Intentional Culture. Mark is also a member of the LDC Leadership Group.

**RCS**  
**REALITY CHECK STUDIOS**

An organisation that can transform the training and development experience through the use of mixed reality technology. Amazing potential and the team at RCS is already working directly with some of our member organisations.



The team at Sunderland has supported the LDC for well over a decade. Our Founder has made over 70 visits to Nissan during this time. We organise a series of day visits to the Sunderland plant, and this provides an inspirational benchmarking experience – operational excellence, training infrastructure, safety dojo, employee selection, cultural interventions, and the role of the supervisor. The Sunderland L&D team provides direct support to member organisations.



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 is always supportive and willing to share best practice. Over recent years, the team at Nissan has 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 supervisor's 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 and 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](mailto:info@ldconsortium.com). We have created a booking process with our partners at Nissan. Payment for attending any course will be made directly 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, (previously) 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.



## Development Workshops

We offer a range of workshops that 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 2024 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 2025
- Four best practice visits/development workshops throughout 2025 – 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
- Apprenticeships
- FLL Development & Engagement
- Standardisation & CI in the workplace
- Environmental, Social, Governance (ESG)

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”.*





*“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

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.

## OUR 3 YEAR FIRST LINE LEADER STRATEGY

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

### **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 learnt over the years that the benchmarking process needs a very disciplined and focused approach.

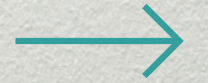
We offer a range of benchmarking activities across the year – observing best practice in terms of organisational culture, operational excellence, safety, employee engagement and people development.

## 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

**What will the future look like – next 3 years**



# The Future

2024 was a productive year for the LDC and we would like to take this opportunity to thank our member organisations for their continued support and engagement. We recently issued a membership survey and the feedback was so helpful and encouraging. Our plans for 2025 reflect this member feedback combined with a natural ambition to develop a successful organisation.

## **Key areas of improvement for 2025:**

- Recruiting 24 new member organisations with a specific focus on the North East
- Introducing 4 new Best Practice Groups.
- Improved communication across the LDC community
- Building on our partnerships with Nissan, the Foundation of Light and Durham University Business School
- Increased levels of engagement with our Best Practice Groups
- Introduction of our annual planning process
- Introduction of our First Line Leader Alumni Development Community
- Implementation of our new onboarding process for new member organisations
- Introduction of our coaching qualification

**As we move into 2025 members of the LDC Leadership Group will take a more active role in the day to day running of the LDC. We look forward to supporting our member organisations in 2025, building strong relationships and achieving some great outcomes. A community of ambitious organisations, learning and improving together....**

**Best wishes from the LDC Leadership 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.



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