



THE LEARNING
& DEVELOPMENT
CONSORTIUM

a community of ambitious organisations learning and improving together



Welcome

A welcome from Graham

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

We 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





Our purpose, values and super strengths

The LDC will commit to delivering excellent outcomes in the following areas:

A great onboarding experience for new member organisations

Offering support around the implementation of benchmarking ideas

Effective communication across a range of channels

Enjoyable and productive learning experiences

Helping our member organisations to plan ahead and identify their priorities

Sharing Best Practice

A comprehensive range of benchmarking experiences

Our purpose

To support members in building their intentional culture

What we stand for

Investing in relationships with our member organisations

Simply helping our member organisations build an intentional culture

Our super strength

Bringing people and organisations together and opening minds to new opportunities and possibilities

Building an intentional culture

We are clearer than ever that building a healthy organisational culture needs to be intentional in nature and not simply left to chance. Creating this healthy culture requires a skilful and energetic approach from the leadership team.

Building this intentional culture will lead to a high performing organisation – experience and evidence based research leads us to this conclusion.

“ Instilling a winning culture requires changing how people think about the company and altering habitual behaviours “

Creating and sustaining a Winning Culture. Paul Meeham, Darrell Rigby, and Paul Rodgers. Harvard Business Review.



What we have learnt through our cultural benchmarking experiences

- Not taking any short cuts in defining values and aligned behaviours. The process of defining values and behaviours should be an inclusive process across the organisation.
- Employees should feel a sense of agency and believe they are directly influencing the cultural journey.
- Values and behaviours are reinforced throughout daily tasks and processes – certainly around employee performance and development discussions.
- Feedback, feedback and more feedback.
- Communication, communication and more communication.
- Supporting local communities and giving something back seems to support the cultural journey. The organisation develops a soul.
- Leaders at all levels need and deserve some meaningful development around organisational culture.
- Cultural ambitions must be reinforced during the recruitment, selection and onboarding of new employees.



...and how we do things

Being a member of the LDC provides efficient and cost effective access to a range of resources, expertise, benchmarking opportunities and development experiences.

Our partners also provide a range of additional resources and expertise.

They quite often work directly with our member organisations in helping to deliver specific organisations.



Our partners

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



mentoring

Mentoring

We are fortunate to have a group of organisational leaders from our member organisations who provide mentoring support to individuals across the LDC community.

We adopt a rigorous approach to the matching and contracting phase of the mentoring partnership. We also encourage our mentors and mentees to engage in our Best Practice Group – Coaching & Mentoring.



"A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust."

David Clutterbuck





Our Partners

We are fortunate to have such a range of expertise and resources available through our partner organisations. Having access to these organisations clearly adds value to being a member of the LDC.



Nissan

Gaining access to the Nissan plant at Sunderland creates an improvement platform.

Over the last decade we have made over 50 benchmarking visits to the plant. We get to observe world class manufacturing and this creates an environment to reflect and identify improvement opportunities. LDC members now have access to the learning & development infrastructure at Nissan.



The Foundation of Light

The Foundation of Light (the official charity of Sunderland AFC).

The Foundation of Light is truly a great organisation, supporting families and communities across the North East. For any organisation wanting to adopt a strategic approach to supporting their local community then working with the team from the Foundation of Light will provide greater insight and purpose.



Durham University Business School

We have worked with the International Centre For Leadership and Followership (ICLF) for the last six years.

We are fortunate to partner with world class academics in the areas of organisational culture, leadership, followership and leading change. We are currently engaging in a number of research projects around organisational culture and the engagement and development of first line leaders within the UK Manufacturing sector.



POWELL

A warm welcome to our new member organisation – Powell UK.

Powell is a global operation, focusing on the electrical infrastructure through the use of innovative technologies. Powell (UK) Limited is a division of Powell Industries with the UK office and manufacturing site based in Bradford, West Yorkshire.

The UK business employs around 200 employees. Powell is a leading supplier of medium and low voltage switchgear, intelligent motor control systems and power distribution solutions to a wide range of process industries, including oil, gas, petrochemicals, power generation and water treatment, to name but a few.

“Working with the LDC has given us a unique opportunity to work alongside other like-minded businesses. Whether we are benchmarking or engaging with one of the best practice groups, we have an opportunity to share new ideas and learn from each other.”

“By giving our team opportunities to develop themselves while exploring topics with organisations outside of Powell it creates a powerful environment that strengthens our team and the business.”

**Colin Roe, Director of Operations -
Powell (UK)**

Powell UK are already engaged in a number of LDC activities, and we look forward to building on the relationship.



Our partnership with Greencore – Leeds and Consett sites

We have formed a meaningful partnership with the Greencore organisation – with a focus on their Leeds and Consett sites.

- Nurturing the local identity, personality and culture at Leeds and Consett whilst reinforcing the Greencore values and behaviours
- Engaging with their local communities and enhancing their brand
- Transformation of the recruitment, selection and onboarding process at a local level
- Some meaningful work around employee wellbeing

In terms of benchmarking, the steering group have visited Nissan and Tong Garden Centre (part of the Yorkshire Garden Centre Group). Members of the steering group are being given the opportunity to develop their own cultural and leadership skills.

Greencore

“ Being part of the LDC community has greatly enriched our leadership development journey and created meaningful opportunities for our colleagues. Through the LDC, our colleagues have engaged in off-site learning experiences, connected with peers from other organisations, strengthened relationships with the participating Greencore colleagues, and explored best practices beyond our own sites.

These experiences - from thought-provoking discussions to practical workshops - have empowered participants to reflect, make decisions that matter most to our sites, and apply new insights that continue to make Greencore an even better place to work. We are deeply grateful to the entire LDC team, and especially to Graham, whose tireless encouragement inspires us to think bigger, explore further, and stay grounded in the progress we've achieved together. ”

Gintare Cepinskaite

HR Business Partner for Consett and Leeds – Food for Later





A series of innovative and strategic development experiences for the Nissan HPP Group

During 2025 the LDC were given the opportunity to design and deliver a series of innovative and strategic development experiences for the Nissan HPP Group. This opportunity represented a significant step forward in our partnership with Nissan.

Our first event took place at the Beacon of Light in Sunderland – looking at the economic and social challenges facing the North East of England.

We had input from Durham University Business School, Foundation of Light (official charity Sunderland AFC) , Newcastle Carers, Sunderland City Council and Society Matters CIC. Given the input from these organisations we considered some key areas :

- **Productivity performance in the North East**
- **Poverty and the daily impact for families**
- **Educational attainment**
- **Supporting those who find it difficult to access employment opportunities**
- **The city of Sunderland – growth, external investment and ambition**
- **The role of Nissan in supporting the economic and social challenges facing the North East of England**



case studies

Feedback from our member organisations

We are building on the success of our best practice groups. We've evaluated our progress and sought feedback from our member organisations – the overall conclusion is that everyone enjoys face-to-face best practice visits and workshops.

We encourage wider engagement across the membership community, supporting individuals with their professional development, and helping everyone to build effective networks across a range of organisations.

“A community of ambitious organisations learning & improving together”

During 2024 we carried out a members survey to gather some feedback and identify areas for improvement. The feedback was invaluable and provided an insight into how our member organisations feel about being engaged in the LDC community – a community of ambitious organisations learning and improving together.

“For me personally, it gave me access to other ideas from different organisations that we have adopted and made our own within our business – particularly around Kaizen and continuous improvement.

However, it improved so many people personally that in turn, the organisation benefits from a fresh outlook, ideas and new ways of working.”

“Honesty, integrity and a strong commitment to achieving long-term goals.”

Helping others

Helping others

Our Employee Wellbeing Best Practice Group has researched the link between volunteering and how this improves our own wellbeing. There is some excellent research material to support this link, helping to design a volunteering strategy at an organisational level.

In terms of the LDC and helping others we will focus on 3 projects:

- **Supporting the Foundation of Light** – official charity of Sunderland AFC. As a key partner of the LDC we are committed to supporting the great work that goes on at the Foundation of Light.

- **Supporting families in Yorkshire**

Through our work with the ADDY we offer a range of family activities throughout the year – including some camping trips to Whitby.

Our member organisations in Yorkshire provide great support to these families.

- **Northern Education Trust/Dyke House Academy**

Supporting Dyke House Academy is really a personal project for our Founder – Graham Scott. Graham was a pupil at the school in the 1970s and always appreciated the support provided before he left the town to study at Hull University.

He has supported the students over a number years around personal development, career plans and increasing levels of ambition.



**FOUNDATION
OF LIGHT**

THE WORLD AT YOUR FEET



Becoming a member of The Learning & Development Consortium

We are always excited when a new organisation becomes a member of the LDC. It creates an opportunity to build new relationships and deliver some great work together. Membership provides efficient access to a range of resources and expertise. We've created a culture of support, sharing best practice and delivering tangible outcomes.

Benefits and opportunities

- Access to our partner organisations
- The opportunity to present benchmarking questions and receive a meaningful response
- A focus on designing and building an “Intentional Culture”
- Engagement with our mentoring community
- Development opportunities through our range of benchmarking visits, collaborative projects, programmes and workshops

Our current membership fees are £600.00 per annum. New member organisations will receive immediate support through our onboarding process.

“A community of ambitious organisations learning and improving together”



The future

Our key ambition is to be in service to our member organisations and live out our values through our everyday actions.

2025 is proving to be a productive year for the LDC and for 2026 we will focus on some key areas of improvement:

- Making sure we are designed for future growth whilst protecting our core values and identity
- Recruiting 24 new members
- Introduction of quarterly LDC open days

- Increasing engagement levels within each member organisation – we have a clear ambition that 5% of all employees in each member organisation will be actively engaging in LDC activities
- **Enhancing the approach to our Best Practice Groups**
- Introduction of our First Line Leader Development Community
- Continued growth and development of our mentoring community
- LDC activities – paying attention to the return on investment and increased sharing of success stories
- **Introducing the use of technology and software to enhance the membership experience**

“Our membership community has been loyal and supportive and we want to nurture these relationships. !!”





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