

## Individual Personal Development (IPD)

As careers develop it is often the case that roles change and new skills are required many of which are gained more by luck than judgement picking up ideas from colleagues and previous incumbents of the job. There is never enough time as you move into these new posts to attend lectures and study various methods of doing things after all the job has to be done.

Individual Personal Development (IPD) is a means by which not only can you hone the skills you have but also learn new ones in order that you are not taken unawares when the next situation arises and career patterns divert from their present course. As with the majority of Redarch services there is no set itinerary or template that we can tell you to follow as the programme is individually designed around the needs of the Business and the Participant.

Typical elements that we have covered with individuals in the past include Finance for non-financial people, if you have worked all your life in production or sales would you know how to read a balance sheet, what key margins are and various other finance jargon? Similarly if you have worked in finance all your career would you understand the development of corporate identity, critical path analysis from the operational point of view? There are so many elements of Health and Safety, Personnel Management etc that if you know all of it whilst working in another discipline it would be to say the least unusual.

IPD therefore works with you to see where you want to develop your skills and then working with experienced business people, not just teachers or lecturers, we jointly put together a development programme and timetables that will enable you to understand where the academic principals meet your practical applications and allow you to better understand the various business disciplines for which you do not necessarily have day to day responsibility. The programme is developed for you individually to take place over the time frame you decide. We are not going to ask you to read lots of text books or spend hours pouring over a computer but simply work together to transfer knowledge and understanding.

If you would like to know more about our Individual Development Programme then call us on 01376 57 37 67 and one of our team will come and discuss it with you.

***N.B. Redarch always use 'Plain English' developing Real Growth and Optimising Potential, keeping things simple, knowing that your success is ours also.***