

GRADUATE DEVELOPMENT PROGRAMME: SELLAFIELD LTD.



The purpose of the Outward Bound programme was to develop aspects of the graduates' self-awareness, personal responsibility and ability to develop others through coaching and feedback, in line with the organisations' 'people' and 'learning' behavioural competencies.

24 graduates took part in the pilot three-day programme in 2012. Our evaluation indicated that it was effective in improving the self-development and coaching behaviours that the company wished to instil. Ten weeks after the programme, the delegates reported increased likelihood to take ownership of their learning at work and increased confidence to support and coach colleagues.

The graduates highlighted a range of other programme outcomes, from increased confidence and optimism, to stronger relationships with other graduates and increased enthusiasm to tackle new challenges. Their feedback suggests that the programme has benefited the graduates both personally and professionally on a number of different levels.

+ I FEEL LESS EMBARRASSED ABOUT MY 'FLAWS' AND FEEL I CAN ADDRESS THEM PRODUCTIVELY, AS OPPOSED TO PUTTING MYSELF DOWN AS I WOULD HAVE DONE IN THE PAST. I ACCEPT THAT I HAVE AREAS WHICH REQUIRE DEVELOPMENT AND THAT MAY NOT BE MY STRONGEST POINT, BUT I AM AWARE THAT THIS DOES NOT MEAN I AM NOT ABLE TO TACKLE THESE ISSUES. +

Graduate Participant, 2012

Key highlights from the evaluation included:

91%

agreed that they were more likely to seek personal development to improve their performance at work.

77%

agreed that they were more likely to seek feedback from a colleague on their performance at work.

77%

agreed that they felt more able to empower colleagues to complete tasks.

73%

agreed that they were more likely to coach a colleague in their work.

95%

agreed that they had a better understanding of their areas for development.

