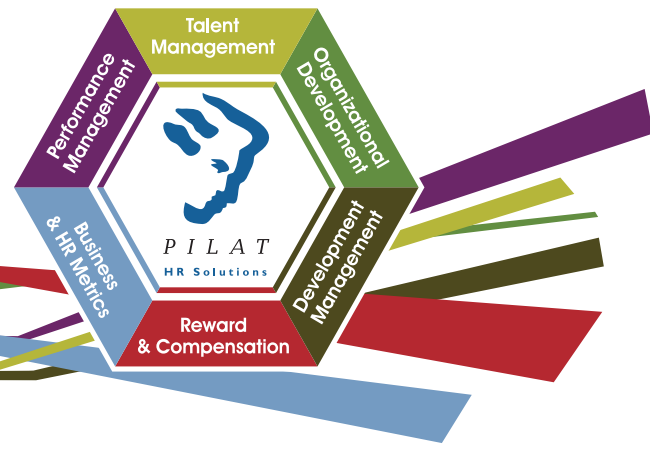


# DEVELOPMENT MANAGEMENT



## FAST-TRACK DEVELOPMENT

HIGH IMPACT ACTION LEARNING PROGRAMME TO DEVELOP FUTURE LEADERS

### Overview

Fast-Track is a leadership development programme for organisations who want to strengthen their talent pool of potential leaders. It is targeted at mid-career managers and professionals who aspire to senior leadership roles. The programme is based on Action Learning, with the participants achieving their learning from undertaking stretching business projects.

The programme design pays full heed to the evidence that adults learn best when development is:

- Closely integrated with day-to-day work experience.
- Tailored to individual development goals.

### Key Elements

Fast-Track is a 6-9 month leadership development programme, comprising the following key elements:-

- Diagnostics — each participant completes a set of diagnostic tools that will help inform their career development plan and their learning contract.
- Launch Workshop — a 1-2 day event during which the participants integrate the results of their diagnostics and shape a learning contract, outlining their personal development goals and how they will measure success.
- Learning Set — a group of 4-6 participants who support each other throughout the programme and who meet regularly to review progress.

- Action Learning Project — a genuine business challenge that the individual tackles, and which serves as a vehicle for personal development.
- Learning Set Meetings — regular meetings where the participants challenge and support each other in tackling their projects and addressing their personal development goals.
- Facilitator — an experienced action learning facilitator who manages the overall process and provides the necessary support to the participants to give them every opportunity to succeed.

### Benefits

- The participants undertake the development that they really need, commencing with accurate diagnosis, and then the implementation of a development plan over a period of time that allows for real, deep-seated development to take place.
- The programme helps in the retention, motivation and development of high performers, so providing the organisation with a bigger talent pool from which to make leadership appointments.
- It encourages individuals to take responsibility for their own learning. With traditional training programmes, individuals can choose never to apply the learning once they leave the classroom; this programme makes it almost impossible for individuals not to apply their learning.



- It breaks down internal barriers and encourages networking, collaboration and mutual respect. This programme will help people to work more effectively together, involving each other more, and communicating regularly and informally.
- As a by-product of participating in this process, participants acquire higher-level skills in contributing to meetings, questioning/listening, observation & feedback, project management and team development.
- As the participants are undertaking real work-based projects, there are opportunities for completing work that drives increased value in the company. In essence, the programme should pay for itself several times over.

## Why Pilat

- As experienced psychologists, we are familiar with the best instruments to help individuals gain the deep self-awareness needed for career development.
- We own a range of IT systems that can be used to give individuals easy access to self-assessment and self-development tools, and to monitor progress against performance and development plans.
- Throughout Fast-track, we capture key learning points about core organisational development processes, and use this information to help clients improve these processes.
- We help our clients to become learning organisations, by transferring the skills and knowledge needed for Action Learning facilitation.
- We take a highly pragmatic approach to ensure that real learning happens within the participants' own work context.

POWERING PERFORMANCE & POTENTIAL

**Pilat Europe Limited**  
29 Hendon Lane  
London N3 1PZ  
United Kingdom  
Telephone: +44 20 8343 3433  
Fax: +44 20 8343 4656  
E-mail: [info@pilat.com](mailto:info@pilat.com)

**Pilat North America Inc.**  
496 Route 22 West  
Lebanon NJ 08833  
USA  
Telephone: +1 800 338 9701  
Fax: +1 908 823 9438  
E-mail: [info@pilat-nai.com](mailto:info@pilat-nai.com)

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