



Benchmark Training Limited

Benchmark Training was established in 2005 by two former military officers to provide high quality training to the Rail industry. The company is based in London but has a presence throughout most of the UK and specializes in the provision of Leadership, Incident Management and Voice Communication training and development programmes.

Practical Leadership Training for Railway Managers

One of Benchmark's key capabilities is the provision of Practical Leadership training for front-line railway managers. We typically provide training for managers who work in a highly visible, continually evolving environment where effective external relationships and internal business leadership skills are essential to individual and organizational success. Our clients typically require programs that are tailored to their needs and tuned to the, often unique, features of the modern railway. Our programs focus on achieving a substantial and positive step-change in a managers understanding and application of a range of essential skills. Once tapped, these often dormant skills, will provide managers with the confidence and self-belief to make a continual and significant contribution to the vision, mission and values of the employer's organization or industry.

Our 'Practical Leadership Programme is designed to significantly improve a manager's analytical, planning and task implementation skills during both routine and non-routine situations and includes the following modules:

- What is Leadership? – Understanding authority, responsibility and example.
- Assessment – How to quickly consider all relevant factors, prioritize them and work out what can be done.
- Decision Making – How to decide what should be done and identifying CSFs.
- Planning – How to plan what to do
- Effective Control – Effective communications and responsible delegation.
- Task Implementation – Giving effective guidance and supervision and reacting to change.
- Completion – How to check and audit, learn lessons and prepare for the future.

All Benchmark trainers have the knowledge, skills and experience that you would fully expect for such an important course within the development programme of some of your key managers. The aim of our Practical Leadership Programme is to:

“To provide operational managers with the knowledge and skills that will enable them to better fulfill their role as leaders within the railway”.

What We Offer:

- The ability to listen carefully to your needs and design leadership training that meets them.
- Off-site training at a location that meets your needs.
- Trainers who are carefully selected, qualified and experienced
- A bespoke 'Leadership Personal Action Plan' for each student
- A full training validation service to measure improvements in performance and offer further advice and guidance.

Why Benchmark Training?

- We have an excellent track record of delivering high quality training to railway personnel with full references available
- Fully qualified, carefully selected and proven trainers with Rail Sector experience
- Our training programmes are certified to ISO 9001:2000 standards
- We are totally reliable and deliver outstanding value for money

Our Team:

David Montgomery

A former Brigadier who took early retirement in 2000 to build a second career in training and development. David heads the Company's leadership development programmes and specializes in the provision of leadership training to the rail industry.

In his 28 year military career David held a wide variety of leadership posts all of which had a major training responsibility. His professional skills derive from commanding personnel at all levels and teaching leadership at the Army's foremost teaching academies at Sandhurst and Camberley. He is now using that expertise and experience, to deliver quality training to a wide range of satisfied clients

Dane Pepperday

A Chartered Member of the CIPD; his primary responsibility is the design, development and management of all our training and development programmes. He has extensive knowledge of introducing and co-ordinating a wide range of training, coaching and development programmes and specialises in the Transport, Defence and Security sectors.

Dane was a Royal Logistic Corps officer until 2000 and taught leadership at the military academy at Sandhurst. Prior to joining Benchmark he was a Divisional Director in a private sector company delivering training and development solutions to the Defence sector. Dane is a qualified coach and is PTS qualified.

The logo for Benchmark Training, featuring the word "benchmark" in a lowercase, sans-serif font. The letters are a light green color. The final letter, "k", is stylized with a dark green outline and a dark green fill, giving it a 3D or blocky appearance.

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