



Benchmark Training Limited

Benchmark Training was established in 2005 by two former military officers to provide high quality training, initially to the Rail industry. The company is based in London but has a presence throughout the UK, and specializes in the provision of Leadership, Incident Management, Security and Communication training .We help you develop your staff in many ways, at every level from board room to shop floor.

Practical Leadership Training for Front Line Managers

One of Benchmark's key capabilities is the provision of Practical Leadership Training for front-line managers, for whom successful team performance is critical. We typically provide training for managers who work in a highly visible, and volatile environment where effective external relationships and internal business leadership skills are essential to individual and corporate success. Our clients insist on tailor-made solutions to training dilemmas, and require programmes specifically designed to meet their particular needs. They seek, and we provide, a substantial and positive step-change in a manager's understanding and application of a range of essential leadership 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 your organization.

Our 'Practical Leadership Programme' [PLP] is designed to improve dramatically a manager's analytical, planning and task implementation skills in both routine and emergency situations. It also explains the basis of authority, responsibility and example.

At the heart of it all is the **Benchmark Toolkit** a set of flexible and highly adaptable processes design to show Students how rather than what to think.

- Reaction. How to react in emergency situations. Some simple skills and drills.
- Assessment – How to quickly consider all relevant factors, prioritize them and work out what can be done.
- Planning – How to plan what to do.
- Doing. How to get things done. This key stage in performance management involves Decision Making, Direction, Delegation, Communicating, Monitoring, Control and . Performance management.
- Review. How to check and audit, learn lessons, and prepare for the future. An oft neglected element which ensures that we all learn from mistakes and embed best practice.

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 train Frontline Leaders in the managerial and practical leadership skills essential to best perform their role in a World Class organization”

What We Offer:

- World Class Training in a national facility based at Moreton-in-Marsh.
- If preferred distributed offsite training at a location near you that meets your needs.
- The ability to listen carefully to your needs and design leadership training that meets them.
- Fully contextualized training with relevant scenarios.
- Trainers who are qualified, experienced and carefully selected.
- All teaching materials including certificates, aides memoire and a bespoke 'Personal Action Plan' for each student.
- Accommodation and full board on a 550 Acre site.
- Full training validation service to measure improvement and offer further advice and guidance.
- A memorable training experience.

Why Benchmark Training?

- Our Staff. You can literally trust them with your life. All instructors come from a Forces background with operational leadership experience, have a minimum of 12 years service, and have instructed at one of the Armed Services Leadership Training Centres.
- Our Approach. A passion for excellence, a firm belief that *everybody* can be taught to be a better leader, and concentration on practice rather than theory.
- Our facility. A superb campus in the heart of UK.
- Our knowledge, experience and fresh ideas.
- Flexibility. Bespoke packages delivered where you want them.
- An excellent track record of delivering high quality training. Full references available.
- Quality. Our training programmes are all certified to ISO 9001:2000 standards.
- We are totally reliable and deliver outstanding value for money.

Our Leaders :

David Montgomery. Managing Director.

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. In his 28 year military career he held a wide variety of posts all of which had a major leadership and 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 and abroad in India and Kenya. He is now using that expertise and experience, to deliver quality training to a wide range of satisfied clients.

David Montgomery Tel: 07775 643223 Email: david.montgomery@benchmarktraining.com

Dane Pepperday. Operations Director.

A Chartered Member of the CIPD; Dane's 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. A Royal Logistic Corps officer until 2000, Dane taught leadership 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.

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