

CASE STUDY

DEVELOPING FUTURE LEADERS - PROGRAMME FINANCIAL SECTOR



Client

AFH Wealth Management is a national organisation with its main headquarters in Bromsgrove and a team of over 200 individuals. The organisation has expanded its services through a number of acquisitions and continues to grow at a rapid pace.

Need

Due to the rapid expansion, senior management at AFH decided that existing and newly appointed managers would require training and development to help them adjust to the sudden changes and rapid growth.

However, AFH wanted to try something new and innovative that would be able to deliver the impact required within a short period of time. AFH had already experienced an Arhine HIIT session and wanted to use the same delivery method again.

Solution

After discussions with the HR Director, HR Manager and Training Manager it was decided that a High Impact Interactive Training (HIIT) leadership programme over 12 months would be the most appropriate training intervention. The use of HIIT sessions would address the issue of time, whilst providing the impact required. The programme would consist of monthly HIIT sessions each covering an aspect of leadership skills.

Results

The programme was very successful and the delegates on the programme have gone on to successfully manage their teams. Feedback from the AFH senior management team has also been very positive with senior managers saying the difference they have seen in the managers and supervisors.

Due to the high success of the programme, and the positive feedback from all involved a second programme has been commissioned with a new set of aspiring leaders.

“This is our second year of running a Leadership Programme here at AFH Wealth Management, which has helped develop our Supervisors/Managers using Jav’s knowledge and expertise. Jav has taken time over the years to understand our growing business needs and continues to deliver training which is not only engaging throughout each monthly session but provides our Supervisors/Managers with the skills required to become effective Leaders.”

Sue Hateley, Training Manager, AFH Wealth Management