



“Inspiring content and very practical - it’s really helped rekindle my fire for Leadership & developed my personal style”

# INSPIRING CHANGE AND CONTINUOUS IMPROVEMENT

For over 30 years S A Partners has supported companies develop their in-house training programmes. S A Partners is widely recognised for their exceptional people and behavioural based training solutions that deliver sustainable results, improved productivity, and performance.



**GRADUATES**



**NET PROMOTER  
SCORE**



**DELIVERED IN  
18 COUNTRIES**

## **WELCOME TO THE S A PARTNERS ACADEMY...**

The S A Partners Academy is proud to deliver sustainable improvement capability training for our clients. We believe that in order for organisations to flourish they need to invest in their people.

Learning is based around developing the competence, confidence and motivation of individuals and teams - the hands, the head and the heart. Development programmes are a combination of classroom based education, coaching, mentoring, project delivery and accreditation.

We want to support you build life-long skills within your organisation and have developed a Learning Management System to help manage this process. Our training materials and accreditation systems are all derived from our affiliations with Cardiff University, TWI, Blanchard and the Shingo Institute. This is supported by training, coaching and mentoring with highly experienced consultants who have a vast experience of delivering improvement.

The programmes are designed to develop skills at all levels within your organisation and for all kinds of organisational maturity.

I look forward to welcoming you to the Academy.

**Kind regards**



**Simon Grogan**

Partner

Managing Director



**TOGETHER, THE POWER TO IMPROVE**



## ORGANISATION-WIDE TRAINING

We build training programmes and in-house training academies that will help you drive tangible performance improvement.

### Programmes that will:

- Develop technical capabilities
- Inspire employees to continuously improve
- Reflect the culture and values of your organisation.
- Encourage the right behaviours

All programmes have a coaching focus, to unlock the potential of individuals and align them with the long-term vision of your organisation. This personalised approach ensures every individual feels valued and supported in their learning journey.

Training programmes are University accredited and aligned to National Frameworks, providing your teams with the recognition they deserve.

To manage your training you will have access to an advanced Learning Management System. This will allow you to track candidates and cohorts against your chosen metrics; simplifying reporting and ensuring traceability.



**DELIVERED IN 18 COUNTRIES**



## LEADERSHIP DEVELOPMENT PROGRAMMES

Build a program that inspires your leaders to focus on their personal behaviors and skills, as well as how they coach and manage their team. By doing this you will create inspiring and authentic leaders that are passionate about improving both themselves and others.

Using internationally recognised theories and techniques such as Blanchard's Situational Leadership and the Shingo Model we will support you develop a Leadership programme and learning pathway aligned to your business needs.

Every leadership programme is aligned to your specific organisational needs and there are three accredited modules to build from:

- **Leadership Essentials** – for new and aspiring team leaders
- **Advanced Leadership** – for departmental and senior leaders
- **Executive Leadership** – for the Executive Leadership Team

To manage your training you will have access to an advanced Learning Management System. This will allow you to track candidates and cohorts against your chosen metrics; simplifying reporting and traceability.

**“Leaders are made, they are not born”**

Vince Lombardi

### The Leadership Programmes focus on 3 elements:

- **WHO I AM** – helps leaders to understand their own personality, how they speak and listen, provides time management tips and encourages a growth mindset towards self-development.
- **MY TEAM** – focuses on coaching and change management as key skills of an inspiring leader. Situational Leadership helps leaders understand how to adapt their style to match the development needs of their team. This element also considers learning styles and how they impact training and facilitation.
- **WHAT I DO** – examines what leaders are expected to deliver both in terms of results, desired culture and ideal behaviours. This element covers essential organisational processes and standards and leader standard work which will support the development of a sustainable culture of improvement.

Tell me more...

[leadership@sapartners.com](mailto:leadership@sapartners.com)



## CONTINUOUS IMPROVEMENT TRAINING

Your team is your greatest asset. Providing them with the skills and desire to commit to continuous improvement every day will drive performance and productivity. The S A Partners continuous improvement training programmes are University accredited and have been deployed in 18 countries.

The focus is on both behaviours and skills development ensuring change, and continuous improvement, are embraced as a way of thinking and are sustainable.

To manage your training you will have access to an advanced Learning Management System. This will allow you to track candidates and cohorts against your chosen metrics; simplifying reporting and ensuring traceability.

Alignment to the needs of your organisation is key to the success of each of these programmes. We will work with you to ensure each course reflects the values and behaviours you need.

Get full course details...

[www.sapartners.com/improvement-coach-programme/](http://www.sapartners.com/improvement-coach-programme/)

### THERE ARE FIVE ACCREDITED COURSES:

- 1. WHITE BELT (1A)**  
– Lean & Continuous Improvement Awareness
- 2. YELLOW BELT (1B)**  
– Practitioner
- 3. GREEN BELT (1C)**  
– Team Leader
- 4. BLACK BELT (2A)**  
– Improvement Coach
- 5. MASTER BLACK BELT (2B)**  
– Master Coach



## GRADUATE PROGRAMME - UNLOCKING TALENT

From the moment your graduates join you, they have the potential to create a positive impact on your organisation. Unlock this talent by deploying a graduate programme that is aligned to your culture; and builds on their enthusiasm and creativity.

**We can help you build and deliver an accredited training programme that will support your graduates:**

- Develop the necessary technical skills required by your business
- Embrace the values and culture of your organisation
- Transition from academia to & embrace life-long learning
- Build positive relationships across your business

The Graduate Programmes are University accredited and supported by the Learning Management System to ensure you can see quickly and easily the progress of each cohort and each individual.





## COACHING & MENTORING

Coaching provides personalised development support for your employees. We recognize that everyone is unique and everyone learns differently. Individual coaching can be used to fast-track high performing individuals as well as support the development of specific skills required to perform their roles effectively.

Contact us to see how we can provide your team with expert coaching support.

Tell me more...

[coach@sapartners.com](mailto:coach@sapartners.com)

Mentoring is more holistic and focuses on current and future-state skills development. Our experienced Mentors who are experts in their fields, will work with your leaders to help them develop their knowledge and skills in a 1:1 supportive environment – tailored for every individual.

Mentoring can either take a strategic company-wide focus or be discipline focused. For example, you may have a new Executive Leader that has brilliant Operational Excellence skills but doesn't have experience in Business Development or vice-versa.

Mentor programmes normally run over two years and involve monthly meetings; the frequency of meetings is determined at the beginning of the programme. We will help you select the right Mentor based on your individual and organisational requirements.

Tell me more...

[mentor@sapartners.com](mailto:mentor@sapartners.com)



## SHINGO WORKSHOPS AND TRAINING PROGRAMMES

Established in 1988 by Utah State University, the SHINGO Institute developed a model to support organisations achieve Enterprise Excellence. The Institute went on to create the SHINGO Prize™ dubbed the 'Nobel prize of manufacturing' by BusinessWeek and the supporting workshops that are used by thousands of companies worldwide.

The Shingo Model focuses on the development and alignment of an organisation's culture, behaviours and systems to enable them to achieve the 'ideal results' desired by the organisation. Many of the organisations that engage and deploy the Model do so without ever intending to challenge for a Prize. It provides a tried and tested framework to support a culture of continuous improvement.

### Why Shingo?

The real benefit of applying the Shingo approach is the creation of a culture of Improvement across the entire business (not just operations). The Shingo approach is a way of creating sustainable and ideal results, bridging the functional & cultural change gap by connecting traditional 'tools based' approaches to behaviours.

### Workshops

To support organisations understand and deploy SHINGO, six workshops have been developed by the SHINGO Institute.

S A Partners delivers all six courses either virtually, onsite or inhouse for companies around the world.



### The workshops include:



**Discover Excellence**  
Shingo Workshop



**Systems Design**  
Shingo Workshop



**Cultural Enablers**  
Shingo Workshop



**Continuous Improvement**  
Shingo Workshop



**Enterprise Alignment**  
Shingo Workshop



**Build Excellence**  
Shingo Workshop



## BEST PRACTICE VISITS, STUDY TOURS & MASTERCLASS

To support your Continuous Improvement journey we organise visits, study tours and Masterclass workshops, so that you can see first hand what works and why at high performing companies.

### ENTERPRISE EXCELLENCE

#### ENTERPRISE EXCELLENCE MASTERCLASS

Our 3 day Enterprise Excellence Masterclass provides intensive training for senior managers in Inspiring Excellence; Leading Excellence and Sustaining Excellence.

### TPM EXCELLENCE

#### TPM MASTERCLASS

This 3 day masterclass will provide a deep understanding of the TPM model for operational excellence. An essential course for anybody with accountability for asset optimisation.

### UNDERSTANDING SHINGO

#### INTRODUCTION TO SHINGO WORKSHOP

Join this 2.5 hr workshop to gain an understanding of the Shingo Model and begin your Shingo journey.



## SUPPORTING LIFE-LONG LEARNING ONLINE RESOURCES

Online resources are available for customers and their employees through the S A Partners website. This includes informative and practical webinars and research papers.

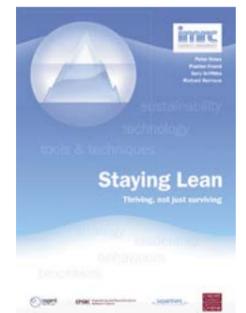
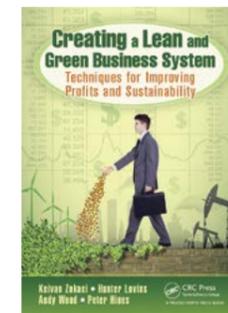
### FORUMS & NETWORKS

Available to all companies our virtual forums provide monthly inspiration:

- Lean Forum
- Shingo Forum
- Life Sciences & Health Network



## AWARD-WINNING BOOKS



Tell me more...

[www.sapartners.com/events/](http://www.sapartners.com/events/)

Find out more and register...

[events@sapartners.com](mailto:events@sapartners.com)

Our people are our greatest asset, they make our business the success it is today. Across our team we have 4 PHD's, 4 MBA's and a combined consulting experience of over 250 years, delivering over 4000 consulting days per annum.

### WHAT...

We help you transform your organisation and work towards Enterprise Excellence – by supporting you build sustainable results and exemplar people.

### HOW...

We deliver our brand promise of Together, the power to improve by defining what success looks like and then creating the appropriate systems, skills and culture to deliver it.

### WHY...

As a team we have a passion for improvement, we enjoy working with individuals and organisations to deliver a positive sustainable impact.

### WHERE...

We work with organisations all over the world and have offices in the UK, Ireland, USA and Australia.

## OUR STRATEGIC PARTNERSHIPS



# CONTACT OUR TEAM

### EUROPE

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### VIEW OUR WEBINARS

[www.sapartners.com/resources](http://www.sapartners.com/resources)

