



## Training & Development

### Ilze and Jonathan

[Senior Project Surveyors]

**Jonathan:** The company is very keen to get everybody up to the right skills level to make the most of their potential and to build on that and move forward I think.

**Ilze:** It's involving everybody on the very early stages, it's not as if you only get involved, feel part of the company two or three years down the line. It almost feels like the minute you walk in here and you start going on your graduate programmes, you are involved and you're part of the company and it keeps on going forward from that.

**Jonathan:** The idea is that you have these slices of leadership programmes that overlap slightly. The idea being that they are introduced, as and when required, to staff at an appropriate level...

**Ilze:** From the bottom level all the way up to the top level with the appropriate training at every single level to make you learn all the way to the top.

**Jonathan:** To give you the skills but ... you don't have to go on these courses to progress, the idea being is that you are spotting, perhaps, a weakness or something you could do better and helping you and that particular course will give you the benefit to go forward.

**Jonathan:** Other previous courses you go on, you have an external guy who will come in, gives a lecture and then disappear, whereas with Paul, he's a part of the company, he's here

in the office, you see him on a daily basis and you can catch up and talk about things, which is another interactive way that Davis Langdon is keeping that ethos of bringing everybody together, keeping them as a unit and moving forward and I think we've all benefited from that.

**Ilze:** Yeah, you think you're going on a course you're going to sit there, you're going to have your set of notes and you're going to listen, listen, listen, go for a break for tea, come back, listen, listen but he was like: 'I'm going to do 10% of the talking you guys are going to do 90%' and we did so many group exercises and I think we learnt so much about ourselves watching other the people, and it just was amazing.

**Jonathan:** I think the whole point was that you started the course on the basis of what you personally wanted to learn out of leadership and then from that, Paul gave you the skills to understand how you did that better. From that point he would give you some technical input in terms of as how you would delegate better and how you would learn what sort of person you are to enable you to lead much better and then he put that into practice by giving you these two or three hour practical sessions. We had to build a bridge, for example and get a lorry across it. Who could do it the quickest, cheapest and who can work together? And it wasn't about what you did physically but how you can work together as a team...

**Ilze:** Very much teamwork.

**Jonathan:** ...and pulled it together. And you don't realise that until you come away from it.

**Jonathan:** Once we'd done the course, Paul sat us down three months later and said, 'OK, we've learnt all of this information, let's go and sit down and talk about how we have implemented it in the workplace. How have you got on, has it worked and are there things that haven't worked that you think we can reflect back on?'

**Ilze:** I think that's what it's all about ideally, going on a training course and bringing something back with you and so I think that's what they are trying to achieve and I'm sure with this course I did.