

New Developments

The quarterly newsletter from Ashorne Hill

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Ashorne Hill wins major public tender

Following a major public tender exercise during the summer, Ashorne Hill has been confirmed as the sole provider for the Knowledge Transfer Partnerships (KTP) Associate training programme, responsible for design, residential training, delivery and project management for the next four-year contract period.

Previously one of three training providers for the current programme since 2003, Ashorne Hill has now been chosen to provide the full programme design, management administration and residential training package for the next generation of KTP Associates. KTP Associates are postgraduates, university graduates, or individuals qualified to at least NVQ (Level 4) or equivalent, employed by an academic institution specifically to undertake a KTP project for a business enterprise. In this context 'business enterprise' refers to any private or public business enterprise including third sector and public sector organisations.

Our breadth of existing experience with KTP and with learning & development programmes across multiple industry sectors, combined with our innovative blended learning design and delivery approach for the future of the KTP training programme, created the optimum formula for the continuing success of this popular initiative for UK business. Ashorne Hill is also an accredited centre for CMI and ILM management qualifications at all levels – and this now presents a highly flexible enhancement option for all KTP associates.

Knowledge Transfer Partnerships (KTP) is Europe's leading programme helping businesses to improve their competitiveness by enabling companies to work with higher education or research and technology organisations to obtain knowledge, technology or skills which they consider to be of strategic competitive importance. The UK-wide programme is overseen by the Technology Strategy Board, the UK's innovation agency, and supported by 16 other public sector funding organisations.

KTPs involve the formation of a partnership between a business enterprise and an academic institution, with the collaborative project delivered by one or more recently-qualified individuals (KTP Associates), transferring the required skills and expertise from academia into the business.

For business enterprises the aim of the KTP programme is to stimulate innovation and improve competitiveness, productivity and performance through the understanding, sharing and use of new knowledge, technology and skills. Typically, business enterprises report that KTPs enable benefits such as the development and introduction of new products and/or processes, entry into new markets, improved quality, operations and management processes as well as increased sales and profitability.

For academic partners, KTP can be a key vehicle to develop a better understanding of business and its needs. The programme has given academic institutions exposure to some of the challenges faced by business enterprises, which has helped develop a better understanding and informed future research and teaching programmes. Through the use of KTPs, academics have been able to develop and commercialise research.

For KTP Associates, a partnership will enhance their career prospects by providing an opportunity to use their qualifications to manage a challenging project, central to an organisation's strategic development and long-term growth.

The residential training modules at Ashorne Hill are designed to provide associates with the management skills required for the successful completion of their business projects, focusing on six key themes:

- Working in a team
- Project Management skills
- Leadership and Management skills
- Communication skills (written, presentation, interpersonal)
- Commercial awareness (marketing, finance, resource management)
- Health and Safety awareness

Ashorne Hill is proud to continue our contribution to the success of this prestigious programme, now in an enhanced capacity - and to be introducing a number of innovative developments that are designed to create further benefits from advances in online communications and the resulting opportunities for collaborative learning and peer networking.



First delegates to use "The Cedar"



Hawkins
Leaders in forensic investigation

The meeting rooms worked well, the lunches were good and the dinner was excellent. We were given choices for starters, mains and desserts at Ashorne, something that is very rare with other venues, with pre-ordering a requirement from a limited menu.

Having spoken to many of our delegates, they liked the venue and in particular commented on the "feel" of Ashorne.

Because it is a Conference Centre (and not a three or four star hotel which we have used before), it is a centre where you feel relaxed and have no outside influences or distractions whilst you are meeting with your colleagues.

The "icing on the cake" for our event was the Spitfire flypast that we had arranged through RAF Tattoo Services.



At 6.00 pm on Friday 23 September, all of our delegates were out on Ashorne's lawn drinking Pimms. Only a handful of Hawkins' staff knew about the flypast so it came as a fantastic surprise to the majority of those present.

The pilot swooped across the ha-ha at exactly 6.00 pm and then proceeded to perform the most amazing aerobatic display to gasps and screams of delight as he twisted and turned in the late September sky.

We have had nothing but positive feedback for this year's Conference and this is due in no small part to Ashorne's excellent facilities and staff. If you want a venue that is relaxed, comfortable and managed by a professional and enthusiastic team then look no further than Ashorne Hill."

For information about holding your event or conference at Ashorne Hill please contact:

Sarah Finney – Conference Sales Manager
T: 01926 488016 E: sarah.finney@ashornehill.co.uk

Hawkins is a well established and respected firm of forensic scientists that investigates the full range of losses including fires, explosions, accidents and engineering problems. The Company is growing steadily with eight offices in key locations around the country and an ever increasing number of scientists and engineers covering many disciplines.

Hawkins holds an annual conference to enable staff to get together to discuss issues, challenges, exchange ideas and to meet up in a more relaxed atmosphere.

The Hawkins' Conference Organiser visited "Event UK" at the NEC in September 2010 looking for new ideas and venues for their 2011 Conference. Ashorne Hill was exhibiting and the venue ticked all of the boxes: the right size, the right facilities, the right approach. A site visit was made and the date for the 2011 Conference was booked.

The conference took place in September of this year - the company was the very first to use 'The Cedar Restaurant', part of Ashorne Hill's recent £2.5 million refurbishment programme.

Feedback is extremely important to Ashorne Hill so Sarah Finney - Conference Sales Manager spoke to Corinne Tucker Operations Manager of Hawkins for feedback on their event.

"Ashorne has lived up to all of our expectations. The staff at Ashorne could not have been more obliging and accommodating, attending to our every need with professionalism and politeness.

The project management toolkit

30th - 31st January 2012

In modern organisations, we are increasingly involved in both short and long-term projects, either as a project leader or as part of the team. Often these projects are vital to the success of your department or organisation, but the team may not have had any formal training in how best to manage a project. The course will equip you with a 'project toolkit', project skills and an awareness of project management frameworks that will allow you to deliver a project successfully.

Course aims

On completion of the course you will:

- Be able to plan and implement a project by managing cost, time and quality constraints more effectively
- Be aware of the skills you need to develop and the tools you can use to increase your effectiveness in managing projects

Delivery

The course is highly interactive and uses a combination of short inputs and discussion together with practical activities. This includes a major planning activity designed to consolidate the skills you learn. The course is supported by a 'tool box' to help you transfer your learning to the workplace.

Book now:

T: 01926 488072

E: sarah.snelson@ashornehill.co.uk

The project management toolkit Effective project management

In modern organisations, we are increasingly involved in both short and long-term projects, either as a project leader or as part of the team. Often these projects are vital to the success of your department or organisation, but the team may not have had any formal training in how best to manage a project. The course will equip you with a 'project toolkit', project skills and an awareness of project management frameworks that will allow you to deliver a project successfully. It is suitable for anyone who is currently involved in delivering and managing projects or is preparing to lead or take part in a new or on-going project.

Course aims
On completion of the course you will:

- Be able to plan and implement a project by managing cost, time and quality constraints more effectively
- Be aware of the skills you need to develop and the tools you can use to increase your effectiveness in managing projects

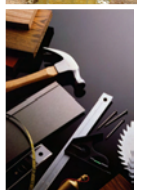
Content
Project management overview
• What is a project and how does it differ from other activities?
• The skills of effective project management
• Structuring projects into manageable phases

Project definition and planning
• Identifying project drivers and objectives
• Scoping projects by using charters
• Creating an effective Work Breakdown Structure to plan the project effectively
• Critical Path Analysis and Gantt Charts to schedule activities and identify risks
• Identifying and clarifying roles and responsibilities using a RACI matrix

Implementation and control
• Managing relationships, involving and communicating with stakeholders
• Managing the budget, schedule and quality and delivering the benefits

Closing projects
• Ensuring all deliverables are completed
• Capturing lessons for future improvements

Delivery
The course is highly interactive and uses a combination of short inputs and discussion together with practical activities. This includes a major planning activity designed to consolidate the skills you learn. The course is supported by a 'tool box' to help you transfer your learning to the workplace.



ashornehill

Further information

To book a place on this course, please contact us at:
Ashorne Hill, Leamington Spa,
Warwickshire, CV33 9BW
Tel: +44 (0)1926 488099
Fax: +44 (0)1926 488000
e-mail: enquiries@ashornehill.co.uk
Website: www.ashornehill.co.uk

Customer Profile



Aggregate Industries Management Development Programme

Ashorne Hill has commenced delivery of a new modular management development programme to raise competence levels for all first-line managers at Aggregate Industries – a leading player in the construction industry, committed to creating a better built environment. Aggregate Industries produce and supply a wide range of construction materials including aggregates, asphalt, ready-mixed concrete and precast concrete products; also importing and supplying cement materials and providing a national road surfacing and contracting service.

The programme consists of three, two-day residential training modules delivered at Ashorne Hill for cohorts of 16 participants, and is designed to facilitate achievement of the Level 3 Certificate in First Line Management from the Chartered Management Institute (CMI). The modules include facilitator-led and experiential-based learning, under the following headings:

Module 1:	Demonstrating Leadership
Module 2:	Energising People
Module 3:	Delivering Results

The programme links directly to the Leadership Competencies defined by Aggregate Industries; and the success of the programme will be evaluated against a number of key business criteria that have been defined by Aggregate Industries and Ashorne Hill working together at the outset, as follows:

- Successful business project outcomes
- 360 degree feedback
- Performance Management KPI's (dialogues, disciplinary / grievance outcomes)
- Customer satisfaction surveys
- Employee opinion survey
- Employee turnover
- Absenteeism /Return to work interviews
- H&S (LITFR, Safety tours)
- Completion of Individual Development Plans
- Structured review meetings with line managers throughout
- Project presentations to the executive board sponsor
- Presentations to senior managers and facilitators
- Course satisfaction /feedback
- Award of the "CMI Level 3 Certificate in First Line Management (QCF)".

Each course will be sponsored by a member of Aggregate Industries 'Exco' team. The Exco sponsor will attend at the opening and visit at different times during each module to review progress and listen to project presentations at the conclusion of each course. The sponsor will also ensure that managers get the support they need back at work, and monitor and evaluate business projects to ensure significant ROI is delivered by each cohort.

Other members of the Aggregate Industries management team, from Head Office and across the business, will attend to provide support and to facilitate transfer of learning back to the workplace. In addition to increasing skills and competence, the programme has already delivered significant and tangible bottom line cost benefits through the implementation of the work based projects.

**For further information contact our Business Development Director
-Stephen Upton
T: 01926 488051
E: Stephen.Upton@ashornehill.co.uk**

Trainers' Club

At Ashorne Hill we value independent trainers who regularly use our venue and would like to offer you the opportunity to join The Trainers Club. As a member of this exclusive club, you will join other training professionals who currently enjoy the following benefits:

As a member of the training club independent trainers will receive the following:

- 5% commission on every event bought to Ashorne Hill
- Free use of the Great Hall and Concourse areas for small meetings including free tea and coffee, biscuits and cake (subject to availability)
- Preferential rates
- Free use of outdoor space including jogging trail, croquet lawn and football pitch* (excluding the low ropes area, subject to availability)
- Six free lunch appointments per year (up to four guests per appointment)
- Concierge pre-event service
- Monthly newsletter
- Special offers such as late availability deals
- 1 free syndicate room per ten delegates (subject to availability)

The Trainers Club is free to join!

To find out more please contact:
Sarah Finney – Conference Sales Manager
T: 01926 488016 E: sarah.finney@ashornehill.co.uk.

A flying visit

HomeServe put the 'H' in Ashorne Hill recently when their CEO Richard Harpin flew in to visit the managers attending a core module from their Inspire leadership development programme, which is regularly hosted at Ashorne Hill. The programme supports the core values of HomeServe - which include putting customers at the heart of everything they do, and developing and engaging great people who are passionate about taking responsibility and making things happen.

HomeServe provides home maintenance services to over 4.5 million households across the UK, France, Spain and the USA, and is a FTSE 250 company with a market capitalisation of over £1 billion.



Special offers at Ashorne Hill



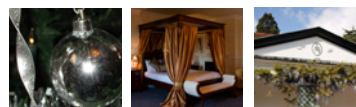
Beat the January blues...

Book a meeting at Ashorne Hill to take place between 3rd and 6th January 2012 and take advantage of some great rates!

Day Rate: £35.00 + VAT - Usually ~~£40.00~~ + Vat

24 Hour Rate: £125.00 + VAT - Usually ~~£140.00~~ + Vat

Call now on 01926 708200
enquiries@ashornehill.co.uk www.ashornehill.co.uk



ashornehill

the place to learn, the people to inspire...



Fall in love with Ashorne Hill

Book a meeting at Ashorne Hill to take place between 13th and 17th February 2012 and take advantage of some great rates!

Day delegate rate of £35 + vat*

24 hour delegate rate of £125 +vat*

Call the conference office now on 01926 708200 to book

*Applies to all new bookings taken for the 13th - 17th February 2012



To book call now on 01926 708200 or email enquiries@ashornehill.co.uk