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Succeeding in a leadership position



STADCO

How Stadco used Quanta Training to support its employees' leadership journey

Succeeding in a leadership position: How Stadco used Quanta Training to support its employees' leadership journey

The challenge

Stadco is an engineering-focused company with over 30 years of experience in the automobile manufacturing industry.

Stadco have traditionally promoted existing employees to management positions, rather than recruit externally. But the transition from an engineering role to one in management was proving difficult for some. New managers struggled to keep away from the shop floor where they had spent much of their career and were finding it difficult to prioritise their workload, balancing the managing of both tasks and the people. "We needed to help people with that transition" said Rebecca Buckley, a project manager at Stadco.

Stadco did not have a management development programme in place that would help employees step confidently into a leadership role. Through training needs analysis, it became apparent that new managers were knowledgeable about their subject matter but that it was

the softer skills of management that were often lacking. Rebecca, who is currently organising the ongoing rollout of the management programme, says that the challenge for Stadco was "to try and deliver some of those leadership skills and highlight the behaviours that we wanted to see leaders exhibit within the business, rather than just letting people figure it out for themselves"

Having decided how to support people in their leadership journey, Stadco decided to put in place a formal training programme for middle management. They set about clearly defining the skills and behaviours they wanted to see. The next step was finding a collaborator to help them design and deliver a bespoke training programme.

They found what they were looking for when they spoke to Quanta Training. Here's Rebecca again. "It was clear to see that Quanta were not interested in simply trying to deliver a series of generic courses but that they were willing to listen and adapt to our specific needs. It worked really well!"



How Quanta helped

Quanta have delivered the bespoke leadership programme to two cohorts to date and have a third run scheduled. Each cohort consists of around eight delegates, made up of existing managers and those about to move into a leadership position from across the company's three sites. The programme consists of eight days of face-to-face workshops, spread out over a period of months with assignments for the delegates to undertake between each module to ensure that learning is embedded. The topics covered in the programme include the challenges of stepping into leadership and the new behaviours and mindsets required; managing your time effectively; emotional intelligence; building resilience; project management; and presentation skills.



"I am now able to delegate without feeling guilty"




"One of the best courses I have ever attended"

The results

Feedback from participants has been overwhelmingly positive. 'The programmes have successfully achieved the objectives of developing the managers' leadership and interpersonal skills. Delegates have reported greater confidence in their leadership abilities, higher levels of motivation, improved relationships and greater collaboration with colleagues' said Rebecca. 'The more people that attend the programme, the better relationships are established across the business'

Individual delegates when asked about the effect on their development have said that the programme has "made a real impact" and been "extremely beneficial"

There have been unexpected benefits too: participants have said that the investment in their development has made them feel valued and time spent with their colleagues has opened their eyes up to different parts of the business.



"I feel more confident in my ability to say 'no'"



Future plans

Between runs of the programme, Stadco and Quanta have met to analyse feedback from attendees in order to determine improvements to the programme design. This has ensured that the programming is continuously improved and adapted to the learners' needs.

Off the back of the success of the first two deliveries, two more runs of the programme are now scheduled, including a new module which focuses on developing and supporting the mentorship skills of Stadco's leadership team.

"I now have a toolkit that I can access to assist me in the running of the department"



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