OVERVIEW

The below illustration is to provide a general overview for key stakeholders of the modules and content covered in the 'Bright Sparks' programme.

PRE-MODULE

Online Induction Video

TOPICS

- 5-minute online induction video which can be accessed through Taylor Wimpey LMS
- Provides an overview of the programme including the objectives, why it's important to Taylor Wimpey and the benefits to the TW Mangers that will attend.

MODULE 1

PRE-WORK: Complete Learning Styles Questionnaire

New-Gen Learning

TOPICS

- Insight into how Millennials learn.
- How to help TW ET adapt when transitioning from Education to Corporate Life.
- Review pre-work to identify learners preferred learning style, how to identify styles in others and how they may differ from TW ET.
- Using the above and content learned in previous modules to build individual development plans for TW Early Talent.

POST-WORK: Review recently completed PDP's

MODULE 2

PRE-WORK: Independent Research

Retaining Early Talent

TOPICS

- Insight into how Millennials look for new jobs.
- What motivates Millennials to choose a company to work for with focus on Empowerment.
- How to adapt the level of support & challenge given to TW ET to further their development.
- Creating strategies using the above that can be included in TW ET PDP's.
- Group discussion on Diversity & Inclusion, Mental Health & Well-being and how this relates to TW ET.

POST-WORK: Complete 'Research-on-Demand' Training

MODULE 3

PRE-WORK: Complete Online DISC Assessment

DISC & Communication

TOPICS

- Discuss communication challenges between TW Managers & Early Talent
- Review completed learner DISC reports to identify individual behaviours and communication preferences
- Discuss Team Dynamics with DISC
- Learners to identify the behaviours of their team WITHOUT a DISC assessment and complete peer-to-peer coaching around scenarios with TW Early Talent

POST-WORK: Complete DISC Team Chart

MODULE 4

PRE-WORK: Independent Research

Inclusive Management

TOPICS

- What is Inclusive Management and why is this important when managing Millennials?
- Behaviours of Inclusive Leaders
- What are 'Cognitive Biases' and why should managers consider this?
- Learners will complete peer-to-peer coaching to create inclusive strategies with links to earlier content that can be used with TW Early Talent.

POST-WORK: Complete Action Plan

MODULE 5

PRE-WORK: Independent Research

Coaching Conversations

TOPICS

- Discuss disparities between TW Mangers and ET view of 'Coaching'
- Introduce the 'Coaching Spectrum' - A tool for adapting coaching style based on the individual's development needs.
- Introduce the Conversation Cycle – A framework for more productive conversations.
- Using GROW in combination with DISC, conversation cycle, coaching spectrum to complete mindset coaching.

POST-WORK: Complete Action Plan

MODUEL 6

PRE-WORK: TBC

Building Trust

TOPICS

- Insight into how other companies work remotely with Millennials
- Discuss TW Manager challenges when managing teams remotely.
- Mindsets towards remote management with focus on Trust and linking back to Cognitive Biases.
- Fundamentals of remote management when working with Millennials with focus on adapting behaviours and considering impact to motivation and performance.

POST-WORK: Complete Action Plan

MODULE 7

PRE-WORK: Review all content learned

Progressive Culture

TOPICS

- Review proven management tools that increase millennial engagement.
- Guest speaker to talk about success in managing Millennials in a successful non-housebuilder company.
- How to get Millennials and TW Early Talent 'Built in' to TW, not 'Bought into TW'

POST-WORK: Review Action Plans

MODULE 8

PRE-WORK: Bring examples of current challenges

Action Learning Group

TOPICS

- Discuss with learners the benefits they have seen from applying the content learned in the programme.
- Review and discuss challenges TW managers have or are currently facing when managing TW Early Talent.
- Peer-to-Peer coaching to share best practice and apply new knowledge and skills towards improving areas previously mentioned.

POST-WORK: TBC

Taylor Wimpey