



People⁴ Profit & Planet

Training & Applied Learning Programme

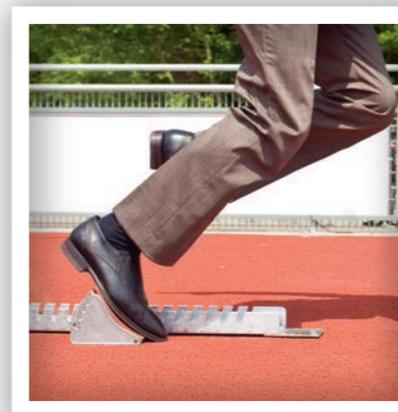
*Make your business more profitable
by harnessing the commitment and
creativity of your entire workforce*





What our clients say...

"Our business has been transformed, productivity increased by 31% and sales by 36% and the value of our business has been doubled."



Through our People 4 Profit & Planet® (P4PP®) Training and Applied Learning Units we aim to improve the way you view your business, create a confident vision for future growth & profitability and help action a detailed plan of how to get there

We are your experienced, enthusiastic and trusted partner on a journey of self assessment, analysis & implementation of strategy for your business to unlock the full potential of your key asset - your people.

We develop a route map for the business where everyone knows what they need to do to increase productivity, sales and profitability to drive the business forward.



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What is P4PP®

Designed and proven over twenty years the P4PP® combined programme delivers major change and measured impacts on business performance where our comprehensive 'joined up' approach develops your business into a money making machine.

Each of the 12 Units is tailored to the needs of your business which allows you to directly apply new knowledge to the benefit of the company and gain accreditation for understanding the practical application of learning.

The Units include in depth programmes on:

- Innovation in product and process through people*
- Marketing & sales through active 'hunting & farming'*
- Supply chain innovation through partnering*
- Cost reduction through engaging front line staff*
- Performance management for profit*
- Appraisal recognition and reward for high growth business*
- Talent management for succession planning*



Performance

Skill

Potential



Creativity

Contribution

Perserverance

P4PP® builds confidence, making a real difference, measuring results and recognising performance

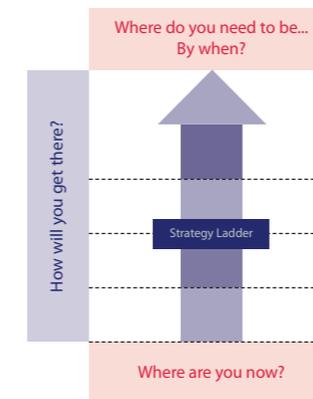
How P4PP® works

The P4PP® programme is designed around the needs of the company and comprises inter related units delivered at your premises at times convenient to the business.

It is implemented in the following stages:



- Critiqué self assessment / business diagnostic
- Team selection representing all business areas that will be expected to commit to learn, apply and deliver results
- Briefing - setting the 'ground rules' vital to the basis of working together, including the role of the MD as sponsor
- Implementation with the aim of minimising disruption to the operation of the business and have a direct impact on sales, profitability, productivity and innovation for new product and / or service development

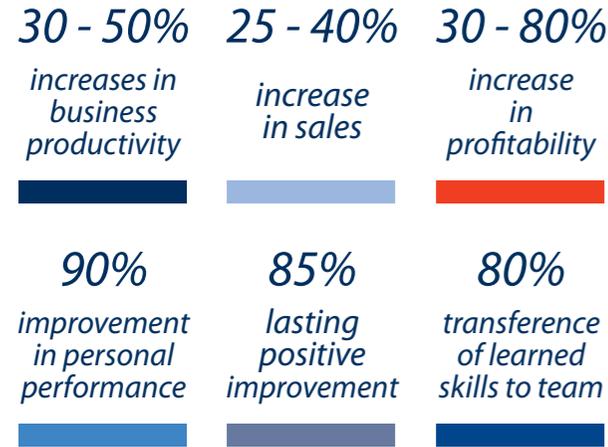


The P4PP® programme is not just about training but doing, building confidence, making a real difference, measuring results and recognising performance.

This requires strong and active sponsorship and leadership by business leaders. The skills taught are directly relevant to the needs of the business and result in the development of a competent and enthusiastic management team.

Key findings

P4PP® qualified employees surveyed have found:



The impact of P4PP® programme on business performance:

- Motivating Managers
- 85% of surveyed respondents say P4PP® helped them make lasting changes to the way they manage and lead. Additionally, it also gives them a 'can do' attitude
- Improved productivity has seen numerous clients have increases in profitability of 30 to 80%
- Ripple effect has seen 80% of managers pass on their new skills to others following their participation in the programme improving performance of their team

The business case for employers:

- Substantial increase in productivity
- Improved sales performance through active "hunting" and "farming"
- Dramatic increases in profitability
- Substantial increases in business value

The impact on skills, knowledge and behaviours:

- Increased confidence
- Increased self awareness
- Increased strategic awareness
- Enhanced people management skills

The impact on programme participants:

- Effective Teamworking
- Improved communication
- Improved self awareness
- Enhanced people management skills

The bottom line

90% state that P4PP® has improved their work performance.

- Active engagement in developing the strategic plan for the company and acknowledgement of their role in delivering results
- Improved self confidence
- More effective decision making
- Improved performance management and personal accountability





Return on investment

Over 95% of Managing Directors agree the results of the P4PP® programme represent a 300-500% return on investment

It begins with you!

The role of the Managing Director as programme sponsor is critical in that you must be seen to actively support both the training and applied learning.

Our commitment to you:

As your partner on this journey we combine our proven programme with a personal commitment to deliver measured results. We work with your staff to build self confidence through the application of their new knowledge to implement any necessary changes.

It is acknowledged that this is a significant investment by the company yet the tangible outcome will be of direct benefit through improved performance with more committed, engaged staff and substantial increases in profitability.

For an informal chat about how we can work with you to realise the future potential of your business, speak to Peter Jenner or Jennie Frost on 01267 267590 or email info@williambattle.com

The P4PP® programme is about change, dissolving the 'treacle' issues within the company. MD's must support change

Our Approach



The success of the People 4 Profit & Planet [P4PP]® programme is based upon respecting our clients, understanding their situation and requirements and working alongside them to deliver results.

We build the confidence of your management team through bespoke training and the transfer of critical skills which has a dramatic impact on both the productivity and profitability of the company.

Our Values

What we do

- We praise people privately and publicly.
- We are mutually supportive.
- We are positive about the future & own it.
- We are ambitious & urgent.
- We act & speak as one team.
- We give support and feedback.
- We have fun and do some good

What we don't do

- We don't betray trust – we build it.
- We don't criticise – we change it.
- We don't commentate – we participate.
- We don't gossip – we tell it straight.
- We don't tolerate poor performance – we deal with it.
- We don't let anyone bad mouth the Company or the customer.

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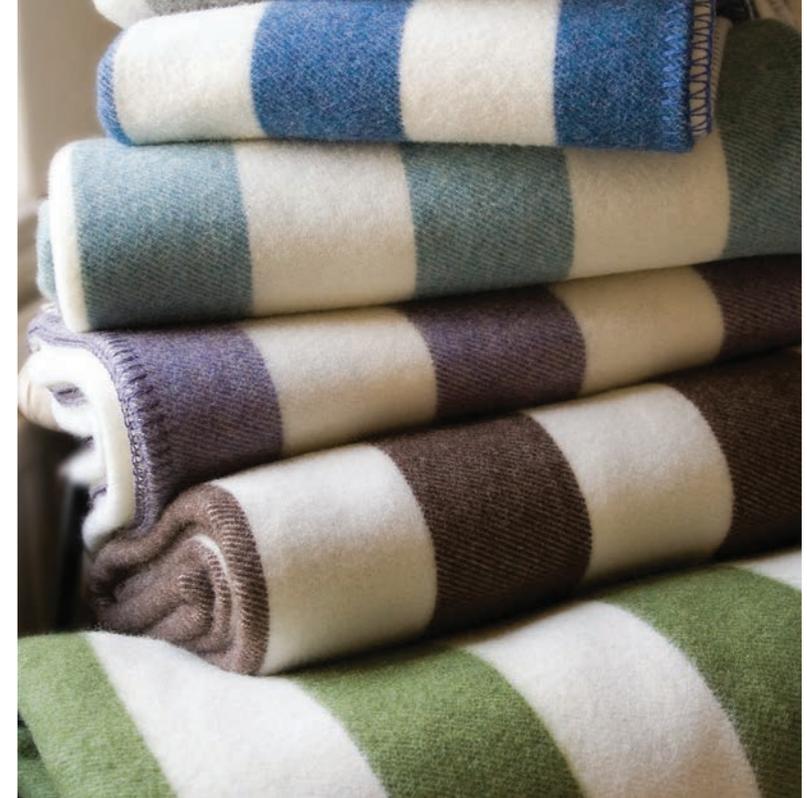
We invested in the People 4 Profit and Planet® training and applied learning programme to unify our culture and “raise our game” after the acquisition of another business.

As a result of the training units our management team all have clear roles and responsibilities and have agreed measures) that will assist in running the business and developing the next phase of growth which included the acquisition of another further business.

We commend Peter and his team for the way that P4PP® has helped us to grow the business for which we won the Leadership and Management Awards in Wales in 2011.

Glyn Jones, Managing Director
Princes Gate Cool Water

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melin tregwynt
woven in wales for 100 years

We have worked on the core units of the People 4 Profit and Planet® training programme over a period of 12 months. We are an iconic Welsh brand with a proud history that spans three generations.

We have built our reputation for hand crafted fabrics produced to our own distinctive designs “Made in Wales” for a worldwide market.

Since our commitment to the P4PP® programme we have seen our productivity increase by 50% and our sales by 40%.

Eifion & Amanda Griffiths, Managing Directors
Melin Tregwynt

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We are a major manufacturer of double glazing units and specialised glass products. As a growing business we understood the need to support our management team in creating a “route map” for growth and reinforcing the need for personal accountability through the management of both individual and business wide performance.

Following our commitment to the need for change, we selected the People 4 Profit and Planet® programme because of the way it was structured to help our people make the changes that were needed.

As a result we have seen a radical transformation in the way the business runs on a day to day basis and the way the managers work together as a team to drive the business forward. The result has been increased productivity, a reduction in waste, improved organisation effectiveness together with a boost in sales through new innovative product lines.

*Julian & Noela Palmer, Managing Directors
Derw Glass*

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The People 4 Profit and Planet® (P4PP) programme has helped me to transform our second generation family business. The challenge for me as Managing Director was to secure our future; I was looking for something beyond just training with a tried and tested “route map” to follow, whilst protecting the family friendly culture of the business.

P4PP® provides not just training but also the essential support to implement new approaches for running a high growth business, It has helped me and all the staff to deliver change from within, building on our team talents and enthusiasm to make a real plan for the future and inspiring everyone to increase sales and reorganise what we do to help our customers.

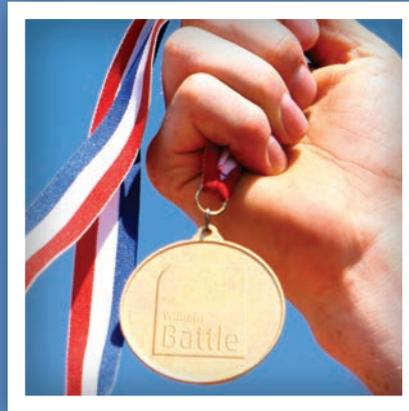
The results speak for themselves kitchen sales are up by 100% and Bathroom and Tiles are up by 20% and growing, we cannot keep pace with our orders for our new range of specialised products.

*Cheryl Christer, Managing Director
Glamorgan Tiles Kitchens and Bathrooms*

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A winning partnership



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