

Bite Size *Learning*



SITUATION

AstraZeneca had a need to provide high quality training across a broad range of management skill areas. A number of development needs had been

identified and training in particular needed to focus upon delivering improved performance.

Time was an issue and most staff could not commit the time to attend a two day or even a one day workshop.

OUR CONTRIBUTION

Oakridge proposed high quality, two hour introductory training covering a wide range of topics. The aim was for each participant to gain a taste of a training solution delivered in a fast, fun, and informative way. Each sample training solution was designed and delivered by experienced consultants with a passion and enthusiasm for the subject.

The pilot was called "Snack Attack" and later renamed Bite Size Learning Sessions (LALBA Learn A Little Bit more About...)



PROGRAMME DELIVERY

Three years into the annual programme, more than 25 different topics have been designed and delivered in this format across the UK and in Sweden. They include: Performance Management, Leadership, Managing Change, Project Management, Negotiation Skills, Influencing, Career Planning, NLP, Coaching, Conflict Management, MBTI, Self Awareness, Emotional Intelligence.

RESULTS

The programme has widely been praised at all levels in business and has been successfully adapted by other clients in the UK, Europe and the US. It is seen to be timely, practical, fast, fun and based on key theories. It provides more training for your money (high quality, cost and time effective -3 sessions per day). The Pilot was completed early due to the overwhelming positive feedback and the full programme commissioned.

Oakridge's Bite Size Learning Sessions were nominated for a Business Award and are now widely commended by the business due to the consistently high percentile scores on quality and impact through client evaluation.

WHAT THE CLIENT SAID

"Really enjoyed the workshop, Oakridge made the session good fun – it really flew by. I am looking forward to taking the learning back to my workplace, and working on the areas that I know I need to improve. Many thanks"

achieving more together