



British Energy - EDF Energy Graduate Induction & Development 2009

For the fourth year in a row, Maximillion was commissioned to co-design, deliver and event-manage a five day induction and development programme for the BE - EDF Energy 2009 graduate intake, comprising new joiners from across a number of Engineering disciplines. The week comprised technical and commercial presentations, delivered by senior representatives of EDF Energy and British Energy, to introduce participants to the scheme, provide them with further insights into the organisation and outline what is expected of them in their new roles.

This was combined with a comprehensive programme of facilitated workshops, input sessions, indoor / outdoor team challenges and activities, daily safety messages, evening personal work and ongoing review and debrief sessions. These were delivered by the Maximillion Lead Facilitation team and included inputs from selected past year graduates. To ensure organisational relevance, the programme was designed around the British Energy competency areas of Teamwork, Building Relationships and Developing Self

The week culminated in personalised one-to-one sessions, where time was set aside for participants for personal reflection and where they used the facilitation team as a sounding board to plan their development.

Objectives

- Ⓞ To smooth the transition from academic study into a professional workplace context
- Ⓞ To engage participants with strategic corporate inputs
- Ⓞ Stimulate personal development through teamwork, collaboration & positive interaction, generating individual & team learning opportunities and creating workplace associations.
- Ⓞ Bring the group together under a shared agenda and a set of common goals and organisational competences to encourage and develop leadership, communication, collaboration, creative thinking, problem solving and personal influencing skills.
- Ⓞ Strengthen relationships in a fun, safe environment while providing a memorable experience.

Programme outline

The main appeal of the programme was its diversity and its ability to provide a dynamic and engaging platform upon which the participants could:

- Ⓞ explore personal strengths and development areas against a corporate backdrop
- Ⓞ share experiences and increase self awareness of their contribution in a team context
- Ⓞ reflect on how actions and behaviours can impact on individual and team effectiveness and performance.

Key programme components:

Ⓞ Pre-programme

- Online BELBIN Team Role Self Perception Inventory

Ⓞ Day One

- Welcoming & positioning, creating the context
- The Training & Development Scheme & Overview
- Personal Impact session

Ⓞ Day Two

- EDF and BE overview by senior managers
- The Competence Approach to your Development
- BELBIN Team Role Types - implications & applications
- Communicating Effectively input session
- TeamWorks In activities

Ⓞ Day Three

- Kinetic Connections simulation
- Technical Training overview presentation
- TeamWorks Out activities

Ⓞ Day Four

- Checkpoint Challenge - Orienteering treasure hunt
- Goal Setting session - well-formed outcomes
- Past graduates presentations
- Preparation of Personal Goal Map

Ⓞ Day Five

- One-to-ones: Participant-Facilitator review and planning sessions
- BELBIN Observer Assessments
- Infiniteams games-based learning
- End of the Week team quiz & Nintendo Wii Challenge

Ⓞ Post-programme

- Opportunity for participants to collect BELBIN 360° Observer Assessments

Event Detail

Date: September 2009
Venue: Lodore Falls Hotel, Cumbria
Style: Team-based personal development
Format: Internal business presentations, facilitated workshops and input sessions, whole group and sub-team indoor and outdoor activities and experiences. One-to-one review and development planning sessions
Guests: 57 participants
Duration: 5 consecutive days

Outcome

The key one for all was the need for increased self awareness and a gauge for measuring individual performance and contribution in team-based situations. The programme provided an ideal opportunity for the newly appointed graduates to create an individual template in their real world against which their own contribution could be valued – building the bridge back to their new workplace.

Project sponsor & participant feedback

"It has been a pleasure working with you and the team at Maximillion again. You have always delivered excellent service." Linda Whitla – Organisational Development Manager

"Everyone from Maximillion was really great and showed genuine interest in our developing ourselves"

"It was an absolute pleasure in terms of personal development and experience. I would recommend that this is continued for new graduates"

"It has been a good week and enjoyed learning about myself and receiving useful feedback on how I can improve"

"I really enjoyed the week - everyone was really good, full of energy and eager. Thanks to Lodore Falls Hotel and Maximillion"

