



TRAINING&DEVELOPMENT

Specialists in People Performance



At P1 we truly believe that, in a competitive world, 'people are the difference'.



Introduction to P1 Training & Development

P1T&D is an established and recognised provider of first class training and development programs for people in performance related roles.

Established in 2002 by our Chairman, Rick Chattell, we have successfully developed and grown our business as a result of combining traditional and accepted training principals with innovative programs and content. As our business grows so does the P1 proposition and today we offer the following comprehensive range of people development programs and business services:

- **Assessment & Evaluation**
- **Management and Leadership Training**
- **Team Building**
- **Performance Skills Training**
- **Graduate Development Programs**
- **Coaching**
- **Business and Strategic Consultancy**

At P1 we truly believe that, in a competitive world, 'people are the difference' therefore learning and the development of people is the core to all areas of our proposition. Our programs cover every aspect of the performance spectrum from graduate/new

starter foundation training to board level/executive coaching. We provide an extensive range of assessment and evaluation programs from fully qualified personnel as well as general business and strategic consultancy services. At P1 we are proud to be regarded as an innovative and successful business; our success encourages us to continually to look for new ways to support our clients' goals in the on-going assessment and development of their people.

The directors, associates and personnel of **P1T&D** are themselves all experienced business professionals and leaders. We hold a collective and fundamental belief that training and development, be it professional or personal, has an optimum effect when delivered by people who have 'walked the walk'. Our team can demonstrate considerable experience and impressive personal success in performance roles at every business level. This focus on 'hands on' business experience combined with proven and innovative development programs enables us to deliver a credible and refreshing approach to people development. As a result we are today able to include many recognised industry-leading companies and organisations as regular P1 clients.



People are complex, individual and wonderfully diverse with their own aspirations, both personally and professionally.

Our Philosophy

At P1 our work with various businesses and organisations helps us appreciate that organisations are dynamic systems which are becoming more complex and uncertain.

We believe it is the same with people. At P1 we embrace the premise that people are also complex, individual and wonderfully diverse with their own aspirations, both personally and professionally.

We feel, and have experienced first hand, training and development theories which can fall short of providing simple, workable and effective processes for which people and organisations are looking.

It is P1's philosophy that people in a learning environment should live the experience and be able to relate it back to their working (and personal)

environment to give it relevance and meaning. Our training and development courses are all based around the practice of Experiential Learning - Learning through Doing.

We believe that evaluation, training and development should be, as much as anything, a visible and public statement that new goals are to be achieved within the business. We believe anything we offer our clients and their people has to be motivational, focused and inspirational; It needs to reflect the goals of that business and be the catalyst for lasting/permanent improvement.

We believe effective development enables everyone to reach their full potential. This in turn will make organisations more efficient and productive and, equally important, the people in it more fulfilled.

Unique Approach

At P1 we constantly look to bring innovation to the learning process. We are determined to retain our reputation for inspired and fresh approaches to every aspect of people development. This thinking led us to create SFM² - The Formula for Performance Success and TAPP – Theory, Application, Practice and Perfect.

The learning environment can be a challenging experience. Through our commitment to experiential learning we very often take people outside of their

normal environment and their personal comfort zones. TAPP and SFM² are unique P1 approaches that make these processes painless yet beneficial. Whilst TAPP is a process aimed at simplifying and supporting what can be, for some, challenging learning experiences, SFM² is a formula aimed straight at the heart of performance management.

These are just some of the things that make P1T&D unique.

TAPP

Theory, Application, Practice and Perfect - an Enhanced Learning Process. Personal development cannot be achieved to its full potential in a classroom. To this end we embrace and use the concept of experiential learning – learning through doing. There are times though when the classroom is a necessary environment for learning. Combining the benefits of classroom and experiential learning led us to create TAPP.

TAPP (Theory, Application, Practice and Perfect) is a unique P1 training format that makes sure essential subjects and topics are absorbed and understood by the candidate throughout. TAPP encourages the candidate to use the training environment to practice new theories or skills thus ensuring when they arrive back at the work place they can use these skills (and PERFECT the process) without fear or limited understanding. This continued commitment to 'learning through doing' ensures what's learnt is retained by the trainee long after the training has ended.

But that's not all. Creating these processes has led us to develop a unique offering of support tools and templates based around the SFMM process ensuring this unique process can be implemented effectively into any candidate's day to day activities. It's what makes us unique.

SFM²

$E=MC^2$. Einstein's general theory of relativity. Ask any scientist and they will tell you that this famous yet, on the face of it, quite simple formula has provided the foundation for many of modern man's greatest achievements. At P1 T&D we too believe in simplifying complex processes when we can so we took this simple formulaic approach and applied it to the thing all performance focused people strive for, 'SUCCESS'. We too believe we have discovered, like Einstein, the very formula for performance success. Success = SFM².

SFM² stands for the key elements that will guarantee you achieve long-lasting and consistent success – Structure Focus Motivation and Management. We truly believe you simply have to have these ingredients to succeed at any level. As a result we have created programs and support tools aimed purely at helping you obtain this magic formula for success.

As we like to say; it's what makes us unique.





Understanding where strengths lie within the team and how to use them to the greatest benefit.

“Amazing experience. Helped the whole team get to know one another” Tesco

Team Building

Understanding high performance team behaviours will make a team more effective.

A team that performs to a high standard and achieves good results on a sustained basis will be a team that understands and implements these behaviours on a daily basis.

Understanding where strengths lie within the team and how to use them to the greatest benefit is an area that **P1T&D** encourages teams to explore. Our experiential team activities (ranging from cerebrally challenging problem-solving tasks to large-scale strategic challenges) draw upon all of the aspects of high performance team working to achieve a successful outcome.

All activities are thoroughly debriefed upon completion and the outputs are related back to the working environment to ensure relevance and meaning. The process is critical with regard to sustained behavioural change of the teams and individuals.

Your team will emerge from this refreshed, re-energised, working better together and with memories that will last a lifetime.

“Your assessment and evaluation processes always deliver tangible and valuable benefits to our business”

Spencer Taylor, Head of recruitment, £300m national company

Assessment & Evaluation

Unless you have a unique product in a demanding market, the key differentiator in business is the people and the key to success is to ensure that is staffed by the right people in the right roles. The appointment of key personnel today is an expensive process; not just financially but in resource and time as well. Traditionally companies have relied on cv's and interviews which often fail to provide a complete picture of the delegate. Likewise the promotion or advancement of an established individual. Moving a key member of your team in the wrong direction could undermine, or even destroy, many years of solid relationships, investment and good work.

To support you in these decision-making processes P1 is able to construct and run effective assessment centres offering both proven psychometric and commercial assessment & evaluation from qualified personnel. We provide assessment and evaluation for any level of individual or team ranging from foundation testing through to extensive and challenging multi-discipline evaluation & assessment processes; all supported by formal reporting and feedback and comprehensive scoring systems.

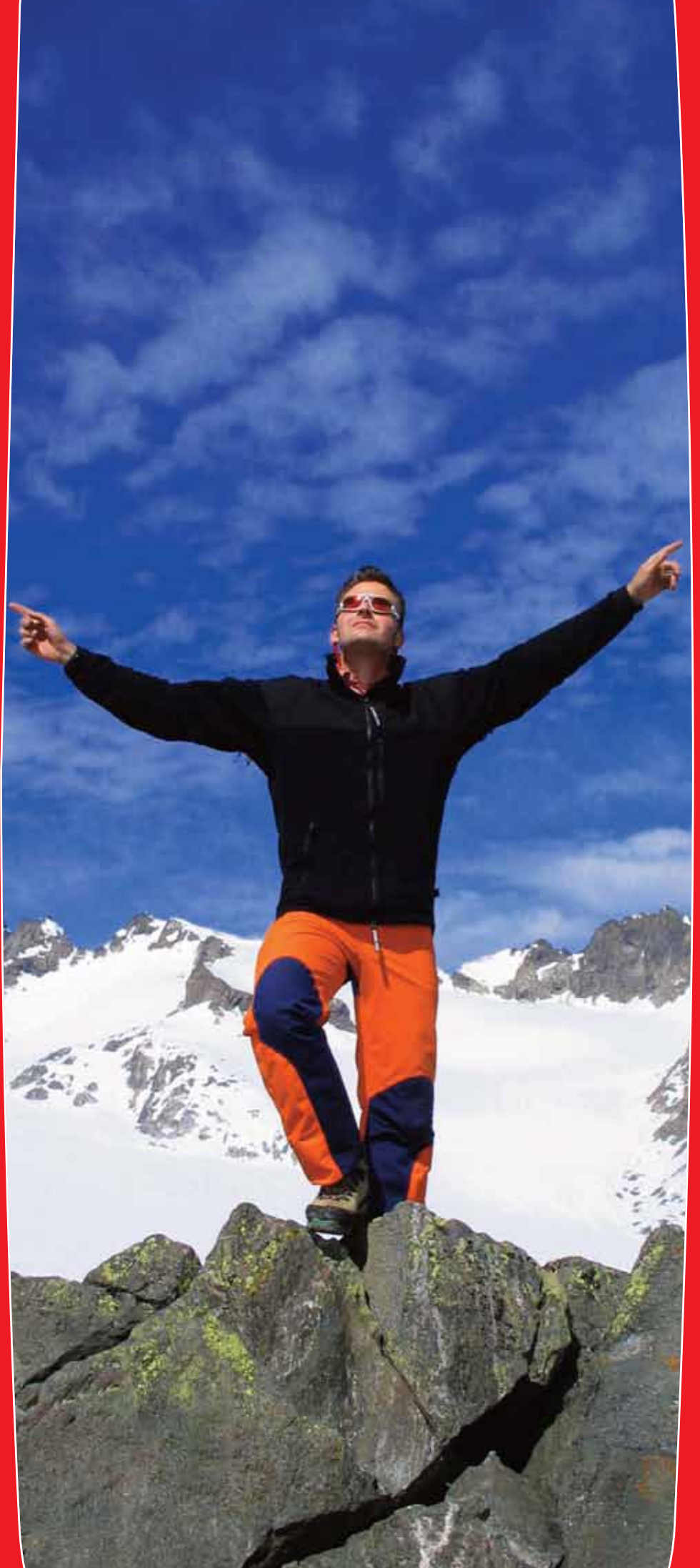


The key to success is to ensure that it is staffed by the right people in the right roles.





Uncover the natural
instincts of a leader
and help your
business identify the
hidden qualities.



“P1’s programs and products continue to expand to support our business and our people.

Knowing the positive impact P1 has had on our business for a number of years we continue to use them confident of the improvements we will see in our people at all levels of skill and seniority”

Sheila Walker, HR Director, £400m European market leader

Management & Leadership Development

P1 was born as a specialist provider of leadership and management programs. Since our birth we have developed and grown our portfolio of courses and programs which ensures we can deliver a unique blend of activity and classroom based learning processes that will help you and your organisation support the development and growth of your management teams and existing/future leaders. Our leadership programs support the three ‘types’ of leadership roles:

- Leading from the top
- Leading from the middle
- The emerging leader

All our programs are created around our commitment to Experiential Learning - Learning through Doing. For any emerging or established manager or leader of a business experiential learning is now recognised as a proven method of discovering and developing leadership and managerial styles, qualities and focal/improvement areas.

This superb learning method uncovers the natural instincts of a leader and helps your business identify the hidden qualities that may not normally be apparent in the day-to-day working environment. By taking the candidate through physical and mental challenges, outside of their normal zone of operation and comfort, people learn new and beneficial things about their personal dynamics. These will help them harness those natural skills and provide the tools to improve those areas that are perhaps not as obvious.

At P1 we support experiential learning techniques through practical applications and business-specific criteria. We are able to use, and are supportive of, this learning technique as a key part of our leadership development training programs.

Experiential learning is a must have for today’s and tomorrow’s business leader



First hand experience, combined with unique training processes and approaches, guarantees a positive and lasting impact.

“I have never seen my management team so focused and involved with training before”

Philip Holvey, National Sales Director, £100m international distributor

Performance Skills Training

The P1 team are experienced business people with many years' personal experience and success in performance delivery and pressurised environments. We can call on extensive experience in sales, sales leadership, general management and executive level roles at local or international level and from start up to PLC board of \$multi-billion organisations. This first hand experience, combined with unique training processes and approaches, guarantees a positive and lasting impact on any candidate safe in the knowledge that it comes from first hand experiences.

- Foundation Sales
- Sales Skills Development
- Advanced sales
- Sales management & Sales leadership
- Project management
- Individual Performance management
performance recovery
- Team performance management /
performance recovery

“You’re training has revolutionised my company”

Adam Noble, MD, largest independent supplier in UK

Graduate Development Programs

Training and developing your graduates is a major investment. You need to make sure that they have a positive and lasting impact on the performance of your business. P1’s graduate development programs ensure this impact is not only positive but also immediate.

Our programs will equip your graduates with an appropriate collection of foundation skills with which they can build their new careers and personal development on.

It takes a lot of effort, energy and investment to give graduates the best start. Our training equips them with the skills they need to be effective as soon as they hit the desk.



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Coaching is recognised as proven way of improving the performance, thinking, application and well-being of the receiving individual



"P1's complete program of consultancy, training, management development and coaching provides all our requirements from one company. This intimate knowledge of our business is helping take us to the next level"

Neil Andrew, MD, leading regional distributor

Coaching and Personal Development

An extension of our training and learning programs is coaching. Coaching is recognised as proven way of improving the performance, thinking, application and well-being of the receiving individual (popularly known as the 'coachee').

Using an external company or coach to support the development of the individual removes any interference in the decision making and review process that you would normally find when the coach is an individual's manager or director. The politics of the company are removed, the pressure to be seen to be giving the 'right' answers is removed and the coachee is more inclined to 'open up' to an external coach.

Of course there are ethics, morals and 'contractual' obligations around the appointment of a coach and these need to be defined and understood from the start; but a good coach will help the coachee achieve what is known as 'flow' in their thinking by challenging them and helping them review their thinking, their decision making and, of course, their actions.

At P1 our team of business professionals includes people who have worked at every level in business management from SME businesses to main board level of plc's. We can challenge people through the decision making process by helping them explore areas they may not normally consider and support them with our experience of having made the mistakes ourselves..... and survived!

A number of our clients today turn to P1 to support the coaching of individuals not only because of our experience and approach but also due to our ability to provide consistency in our personnel - the same people will coach those they train whenever required.

"Using P1 has helped me tackle head on some key issues within our business and provide us with the goals, focus and tools to take our business forward with confidence"

Peter, MD, leading regional retailer and distributor

Business & Strategic Consultancy

Many companies and organisations have clear objectives and focus for their business; likewise at departmental or a local level. The strategy is understood and the direction is clear to all. In these situations our role is normally to create a development program that builds on that solid foundation and helps the people and the company work as one towards those goals.

Often though this is not the case. Many large companies may have absolute clarity in the direction of their business but locally the 'big picture' gets lost in translation. In some cases the company (large or small) may have lost its way and direction as a result of changes in the market or the dynamics of the business.

Similarly growing companies find themselves 'stuck' at certain business levels as they debate the choices between growth (and investment) and acceptance (survival).

At P1 you will find people that have 'been there'. Throughout our proposition you will have seen the clarity and consistency of our service offering and our intent to work with businesses where we can take ownership with them to achieve performance improvement. With this in mind we are happy to use our knowledge and skills to help you tackle the issues and challenges facing your business.

Business consultancy is very different from coaching as it offers practical solutions and considerations for the business as a whole not just the individual. All of our people have run businesses and divisions from fairly small to several hundred million. They have managed and led local and international operations. They have managed and led teams from single numbers to many hundreds. They have managed change, growth, re-structuring and cost control. They have managed business critical projects, innovation and investment.

This breadth of experience is one of our proudest features at P1 and is the backbone of our business consultancy offering and, in fact, the business itself.



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The P1 Management Team



Gary Naphtali Managing Director

Gary is a proven professional at all levels of sales and business/performance management. His 20-year career includes extensive experience in sales management and leadership roles in both direct and indirect B2B environments in a variety of product sectors from commodity to 'big ticket' capital goods.

A committed 'people person' with a genuine passion for sales and business development Gary has enjoyed working with, and building, successful teams and businesses in SME/local, corporate, national and international business arenas. Although a proven specialist in sales and marketing Gary has considerable experience (15 years+) in managing all aspects of performance-reliant functions.

Gary underpins a successful management career with considerable individual sales experience and can boast personal success in securing single orders up to, and in excess of, £1million and £multi-million local, national and pan-European supply contracts.

Gary was educated at Ilford Grammar School for Boys and lives in Derbyshire with his wife and three children and a small zoo of animals. Interests include family, golf, cinema and motorcycles.



Michelle Naphtali - Director

Michelle specialises in leadership and Management skills at all levels utilising her experience as a board Director of National, Pan European and Global Businesses. Michelle is a great believer in using coaching to enable candidates to find their own answers by learning to apply 'real life' work practices.

Michelle has fifteen years Management experience heading teams of 10 to 300 plus personnel and from regional to international arenas. Specialist areas include Change Management, Evaluation, Performance Management, Leadership Development and Business Coaching.

Michelle's business, training and coaching experience enables her to design and deliver a wide range of unique and dynamic programs from Graduate to Board Level Teams.



The P1 Support Team

In addition to the P1 management team we use, and have access to, a number of leading facilitators and proven professionals at all levels of training and development. We are happy, where appropriate, to provide additional and relevant personal to support the successful delivery of our programs.



Rick Chattell

Rick Chattell is the Founder of P1. Rick specialises in Leadership and Team-working at all levels and has built a strong reputation for his delivery, creativity and planning when working with a wide spectrum of clients from Blue Chip companies to national sporting teams. He is a great believer in the benefits of experiential Leadership training and its value when correctly related back to the working environment. Rick also holds a level B qualification in Occupational Testing.

Rick spent 10 years in the Army, serving with both The Parachute Regiment and The Army Air Corps. Based in Germany, he served as a helicopter pilot during the Gulf War and as a flight commander in various European theatres. He also spent 8 months in Cambodia with the United Nations after which he was awarded the MBE. Moving back to the UK, Rick ran the organisation responsible for Management and Leadership training within the Army Air Corps before leaving the Army in 1996.

After setting up his own consultancy, Rick ran a highly successful Leadership project at The Royal Military Academy Sandhurst, in partnership with the Army, which provided Management and Skills training for the Public and Private sectors.

Rick was educated at Tunbridge Wells Grammar School and Sandhurst. He is married with four children and lives in deepest Hampshire. His interests include flying, (he holds a commercial licence for both aeroplanes and helicopters), skydiving, music, reading and disappointing golf.



Carol Clarke - Program Creation & Co-ordination

Carol has been self-employed for most of her career except for a period as Operations Director within the Granada Group of companies and more recently as Marketing & PR Manager at Brooklands Motoring and Aviation Museum.

After spending almost 17 years building up clothing manufacturing businesses, employing over 600 people, throughout Central and Southern Africa, Far East and Mauritius, Carol sold her business to a large Plc and moved to Cork in the Republic of Ireland. Here she worked as an independent trade representative for SAFTO working closely with the foreign trade departments as facilitator for 60+ manufacturing clients. These clients varied from products such as non-return valves for the chemical industry to wine, textiles, stationery, pharmaceuticals, engineering components and cosmetics.

Carol believes in building strong, lasting relationships with her clients and no matter where her efforts are directed, networking is always foremost in her mind. Her philosophy is that 'there is always a person out there who.. can!' As a progression from the manufacturing side of business, there has been a career shift from managing operational issues to managing strategic issues.

Her passion for sailing has taken her from Cape Town to Ireland and numerous yacht races across the South Atlantic & Indian Oceans. Biggest thrill was probably winning a single-handed club race around Cape Point. Her goal is to sail across the Pacific. Presently planning to finish her Private Pilots Licence and give up golf forever.

Big, small, local or international...

When you partner P1 'You're in Good Company'



Directions to Branksome - P1 Development Head Office

From the M25 exit the M25 at junction 10

onto the A3 towards Guildford. Continue on the A3 for approximately 22 miles until you reach the traffic lights at Hindhead. Turn left at these lights onto the A287 and continue for one mile. Branksome is on the left.

Alternative route from the M25 to avoid Hindhead traffic lights; travelling on the A3 from Guildford, take the exit signposted to Brook. Continue along this road until you reach a T-junction and then turn right onto the A286 towards Haslemere. Go through Haslemere High Street, following the road round to the right towards Hindhead. Go through Weyhill where the road feeds into the A287. Branksome can be found further down this road on the right hand side.

From the south

travel north on the A3 towards Guildford until you reach the traffic lights at Hindhead. Turn right onto the A287 and continue for one mile. Branksome is on the left.

By Train

Direct service from London Waterloo to Haslemere. From Gatwick change at Guildford for Haslemere. Journey time approximately 1 hour. For National Rail Enquiries call: 08457 484950.

From Heathrow Airport

South West Trains operate a coach service from terminals 1, 3 and 4. This will take you to Woking station where you can take the train to Haslemere. Journey time 1 hour 34 minutes. From Gatwick Airport see rail service above.



Branksome is a 60-bedroom centre set in 32 acres of wooded Surrey countryside and is easily accessible from the M25 and A3. Branksome combines an unusual mix of Edwardian charm with radical 70's architecture. There is a nautical theme running through the listed centre reinforcing the light and airy ambience and the excellent variety of well equipped training rooms (including a versatile auditorium), makes it an ideal venue for the programmes that P1 Development offer. For the more physically minded, Branksome offers tennis courts and a Health & Fitness Suite.

P1 Training and Development also runs its training programmes at Verve Venues centres throughout the UK.



TRAINING&DEVELOPMENT

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