



*Aspire*  
**Academy**  
*Intelligently transforming performance*

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# Aspire case studies



**CISCO** – a global technology company where we provided a competency framework to cover their programme managers and then constructed a bespoke training programme that was rolled out across the world with a mixed approach of blended learning and face to face workshops.



**Antalis** – we supported their adoption of programme and project management by providing their project management framework and developing a programme to spread project capability across the organisation, this included project management training courses, a 1 day soft skills in change management course and programme management overviews for senior and middle managers.



**Cheshire and West Cheshire** – a unique award winning assignment that identified, developed and supported a talent development programme that created and supported a cohort of change champions across this part of the region. Training was a mix of conference, webinars, face to face training and one to one coaching to raise competence and confidence to enable change. We also helped over 50 staff gain formal qualifications in change management.



**Plymouth City Council** – a major city council where we provided an integrated development programme based on the Academy Framework including support for their career framework, skills surveys to establish the baseline, adoption of our competency framework, a customised blended training programme and a supporting knowledge base within the Align Framework®.



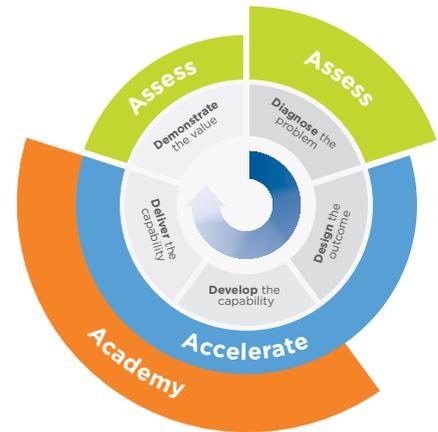
**ARCADIS** – a global built environment and engineering conglomerate commissioned us to deliver programme training to global high potentials cohorts. Customised course with blended learning, applied concepts and one to one coaching. Progressed to regional events and PMO training to support new contracts.

***“Trainer – ‘clear, concise and on target.  
Didn’t deviate – great examples – excellent”***

Natural History Museum

The Aspire Academy is one of the 3 strategic brands of Aspire Europe Limited. It focuses on the development and improved performance of your organisations people in a cost effective way, putting you at the leading edge of professional development thereby helping you to retain and attract talent.

Through Aspire Accelerate we provide the services that improve your processes whilst Aspire Assess is the mechanism for evaluating and measuring your success.



## Seven facts you didn't know about us.

- 1 Training Journal award winners in 2014
- 2 Over 10,000 training days delivered
- 3 Over 5,000 qualifications delivered with a 97% pass rate
- 4 Over 40 off-the-shelf courses that can be quickly customised
- 5 Over 20 different qualifications that can be built into individual journeys
- 6 Over 200 hours of e-learning that can be built into courses
- 7 Rated in the Top 10% of training companies by Plimsoll analysis

**As an organisation we have the capacity to deliver the largest range of customised and off the shelf training events whilst being small enough to provide you with personally tailored services.**

### Great products

Over the past 12 years we have been at the forefront of programme, portfolio, project and change management development and delivery which enables us to offer you a unique and extensive portfolio of materials; whatever your needs, we can meet them.

### Leadership and team development

We have the capability to provide the latest thinking and innovation on improving individual, team and organisational performance.

### Great service

Great service is at the heart of our proposition; we leave no stone unturned in ensuring that we deliver it right every time and have a dedicated client manager and course development team on hand to make enhancements to better meet your needs.

### Qualifications and accreditations

Through our accredited status to four examination bodies we are able to design individual development journeys that can be accredited and linked to the competency framework.

### Value added products

As part of our extended product mix we provide e-learning, simulations, webinars, vodcasts, articles and podcasts. In addition we also offer blended learning which maximises the benefits of the training and the value of face time with our expert facilitators and consultants. As industry thought leaders we have 6 published books on top of our best practice lead authorship of MSP® (Managing Successful Programmes) and the P3M3® maturity model.



# Academy Framework™

We take a whole systems approach to improving organisational performance, this requires investment beyond training. Our unique Academy Framework™, with supporting tools and products, will support the development of your teams. It provides the basis for the development of an organisational roadmap which helps you to understand your current capability, your future needs and your future potential.

## Competency

Areas for personal development

Competency sets out the capabilities of individuals to undertake the role of portfolio, programme, project and change manager, capturing what should be done and the behaviours necessary to ensure success.

## Development

Training & development journey

Development is the training and learning element which enables people to achieve the competency levels needed to perform and excel in their roles.

## Knowledge

Source of development materials

Knowledge is the supporting information that helps people increase performance by having access to the right guidance, at the right time, in the right form.

## Career

Structure and path

Career provides the structure and flexibility to allow people to understand their personal development path and associated targets. Within this we can provide detailed governance models and role definitions.



## Community

Support & knowledge sharing

Community is the development of groups of likeminded people who take a personal stake in the organisations future and contribute to the development of excellence. We provide a range of methods for supporting and encouraging communities.

## Performance

Checkpoint and feedback

Performance management is the continual process of feedback to individuals helping them to maintain their focus on achieving excellence.

## Talent

Accelerated development route

Talent management is a continual process of identifying, nurturing, supporting and encouraging people to fulfil their talents, typically for priority capabilities.

## Delivery

Opportunity to apply

Delivery is providing people with the opportunities to practice the skills and develop their confidence on projects and programmes.

Why not consider a maturity assessment of your organisations capability using our unique Academy Diagnostic™, based on the framework. This will help you prioritise investment in high value areas and provide a means of assessing value.

# Our products and services

Our Academy offers a range of services including but not limited to, over 40 off the shelf courses that can be quickly customised; over 20 qualifications that can be built into individual and team journeys and 200 hours of e-learning from which we can also offer bespoke services.

## Skills profiling

Skills profiling – we have developed an effective approach to baseline skills across an organisation and use it to develop group and individual training plans.

## Professional development journeys

Professional development journeys that blend together qualifications from four examination bodies to support individual and group developments.

## Competency framework

Competency framework that is aligned to APM and P3M3 with incremental improvements. We also provide the only programme management competency framework which has been developed and aligned with leading bodies of knowledge.

## E-learning solutions and development

E-learning solutions and development include modules that are aligned to the competency framework so we can offer individual learning journeys. We can offer all the major qualifications in e-learning format and have the capability to build customised e-learning courses on specialised topics to meet your needs.

## Face to face training

Face to face training is still at the core of our business. With 40 off the shelf courses ready to go and a top team of multi skilled trainers and coaches we can guarantee you a quality experience. Over the last 12 years we have achieved an overall pass rate of 97% on qualifications courses.

## Workshops and simulations

Workshops and simulations the increasing use of e-learning creates the opportunities for high end learning experiences, we can offer role and case based workshops to bring the topics to life and apply them to your world.

## Leadership and behaviours

Leadership and behaviours are at the heart of effective development, we can offer a range of courses and qualifications across a number of accepted best practice methods.

***“The trainer was ‘engaging, credible and knowledgeable – I enjoyed the course much more than I thought I would!’”***

London Borough of Hammersmith and Fulham Council





## About Us

**Aspire Europe Ltd** is an Accredited Training and Accredited Consulting Organisation with the APM Group and APM. We have had a pre-eminent role in the development of UK Government Best Practice over the last 15 years and provided the lead author for the Cabinet Office products Managing Successful Programmes (MSP®) in 2007 and 2011 and Portfolio, Programme and Project Management Maturity Model (P3M3®), 2008 and 2014.

**Team Animation Ltd**, our partners in the development of organisational and individual leadership capability.

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