

A blue-tinted background image showing several hands holding a single, long, vertical string. The hands are positioned at various heights, suggesting a collaborative or team effort. The string is held taut, and the hands are visible in the foreground and midground, creating a sense of depth and focus on the central string.

**TAKE POINT**  
TRAINING

Purpose-built leadership development

**Creating your solution:**  
THE 4-STAGE PROCESS

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When supporting our clients we believe in a tailor-made approach, one that aligns both with your overall company vision as well as your individual team's needs. To create an immersive experience that not only highly engages delegates but delivers lasting impact we utilise the model set out below:

## Step 01 | Diagnostic

The first stage in the process involves identifying the exact needs of your team. Take Point are able to achieve this in multiple ways:

### **A) Deep Dive:**

A 'deep dive' involves one or two members from Take Point visiting your team and holding discussions with future delegates and stakeholders to gain a broad perspective of the challenges they face and areas of opportunity. Our facilitators maintain an objective viewpoint and look for key themes emerging in order to inform the design and development phase. Facilitators benefit from immersing themselves in the team's working environment to provide context during design and delivery by experiencing the nuances within the team's working environment.

### **B) Interviews:**

We appreciate it is not always possible for Take Point to attend your working environment in person for your own reasons. As an alternative solution we offer one-to-one online interviews with delegates and key staff where facilitators can gain insight into team barriers and strengths. It is important during options 1 and 2 for facilitators to understand what training the team has already experienced to mitigate against duplication of effort and ensure the content within your solution is relevant and impactful.

### **C) L&D Insight:**

Sometimes our clients have already carried out their own training needs analysis within the organisation and have a clear picture of the outcomes they wish to achieve. If this is the case, Take Point welcome a confidential conversation with the relevant department or individual in order to receive this information and utilise it to translate into a learning solution for your team.

## Step 2 | Design:

Having collated the data we need we now enter the design and development phase. Our team reviews findings from the options in Step 1 and collaborates to create a solution for you that achieves your outcomes, delivers maximum impact and is curated to aid learning transfer and memory retrieval. Our offer is one that is purpose-built to provide accessibility to each delegate and their individual learning styles.

We understand that taking staff out of their working environment to develop as a team generates continued improvement and success, yet this must be valuable time spent and result in delegates' newfound ability to make changes in the workplace to benefit the business. During the design phase we welcome regular check-ins with your team to build awareness and gather your perspective to foster confidence in the cohort's experience.

## Step 3 | Delivery:

We now arrive at the Delivery phase. Having liaised with your organisation we will have identified a date and venue to deliver your bespoke solution.

With typical cohorts of 24 delegates with 3 facilitators we are able to adapt our delivery teams to the specific number of individuals you are looking to impact. We have delivered to cohorts as small as 10 delegates and up to 140. Our delivery teams vary in number depending on the size of the cohort; this is to ensure each delegate has support as an individual and the cohort can be divided into smaller teams to participate in experiential tasks and gain one-to-one feedback on their performance, behaviours, success and areas of development.

## Step 4 | Data Analysis:

Investing in leadership and team development consistently delivers a strong return on investment because it strengthens the systems that drive performance. When leaders communicate clearly, coach effectively, and build trust, teams become more engaged, innovative, and resilient, resulting in faster problem-solving, higher productivity, and reduced turnover.

Our evaluation of learning further supports this ROI by showing how development efforts translate into measurable behavioural change, stronger team dynamics, and improved business outcomes. By tracking progress and impact over time, we help our partners ensure that learning is not just an event but a strategic investment that reliably fuels long-term organisational success.

Take Point use the Kirkpatrick model as a basis to evaluate the efficacy of our courses. We assess learning progress multiple points before, during and after the training delivery. It is important that we have a clear understanding of where delegates honestly feel they are with their skills, and so we will invite them to provide a self-assessment prior to the start of the course. Our evaluation of learning allows our partners to see the story of development their staff have experienced, and evidences the learning they take forward to add value to the business. Evaluation data is captured:

- Before the course
- During the course
- Immediately at the end of course
- 8 weeks post-course

Before delegates leave the room, they will be invited to provide feedback and immediate impressions of the course. We compare what delegates' understanding is before and after the course, and present this back to you so that you have visibility of any cultural or behavioural impact of the course.

Each evaluation of learning takes into consideration the key outcomes you are looking to measure, be this self management, leadership, collaboration, etc. We keep our clients informed throughout the evaluation process, helping you to understand immediate feedback post-course in order to implement any actions that have emerged through delivery, as well as after the final stage of data is captured to indicate impact, learning transfer and behavioural change.

## How we help

Having discussed specific requirements with you in depth, we identify and design bespoke solutions that aim to support everyone within your venture. Below provides insight into how we at Take Point set out to achieve your ambitions.

### **Our Approach:**

We believe that partnership is key to achieving the outcome you're looking for. When it comes to the overall design of our offers, we utilise our proven methodology of Self, Teams and Team of Teams. However, we understand that context is critical and you understand your own environment better than anyone. Therefore, throughout the design and development phase we welcome close consultation with your team to ensure a synergy between content and the landscape in which the learner applies it to. We encourage those involved within your team to be involved and invested in the decision-making process with us to ensure the desired behaviours and outcomes are achieved. Furthermore, evolution is key to achieving impact and we consistently employ careful attention not only in the design phase but during the delivery of our programmes. Your support here is valued, ensuring no perspectives are missed and that cultural alignment can occur. To enable this, we are invested in regular 'check-ins' with your team throughout delivery timescales to consolidate findings from previous modules and understand any changes in your environment that might be relevant in the next module.

### **The learning environment:**

Our approach to learning blends bite-sized chunks of theory with a series of experiential learning activities, translating theoretical concepts into a series of very powerful learning experiences or vignettes that emphasise the application of the theory. Each of these sessions is followed by structured reflection to capture key learning points and consider how they might be applied in professional practice. Reflection is an extensively researched area within the learning cycle and is built into the core of our programme offer, appearing throughout in forms such as interactive discussions following content or activities, or self-led reflection between programme modules during day-to-day leadership practice.

### **Responsibility and commitment:**

Our aim is always to make the learning stick. Leadership and team development is a continuous process that requires commitment from everyone involved, from senior leadership visibility to delegate investment. Our task is to ensure a learning environment that not only inspires, but makes the process of learning connected to the day-to-day practice of being a leader. We empower delegates to take ownership of their learning journey and contribute to a learning culture, one with psychological safety and emotional intelligence at its core to enable your values to come to life.

For learning to have impact delegates must realise their part to play and feel a sense of responsibility in their personal progression. The environment we create is not a 'done-to' process but rather a 'do-with' process, with debate and discussion between delegates encouraging this personal commitment whilst also inviting innovative thought, cognitive diversity, peer-to-peer learning and instilling leadership's vital quality of knowing when to listen and learn from others.