

# MOU NTA NVIL

## Case Study

# Mount Anvil

## Modular Leadership Development Programme

Mount Anvil is a mixed use property developer and contractor operating in London since 1991.



### REACH: Modular leadership development programme

#### Objective

Mount Anvil recognised that to sustain its significant growth and development it needed to invest in leadership development to enhance the skills of its senior management

Impact UK proposed a modular development programme called REACH with three complementary aims:

- To provide a unique and memorable leadership learning journey
- To support organisational development objectives in creating a well aligned business
- To build a cross functional core of applied leadership thinking.

#### Solution

**REACH** runs over a 10-month period and includes five residential modules. Leadership development is the key theme, with modules focusing on personal development, influencing, change, managing high performance and sustainable business activity. Skilled Impact facilitators use simulations, dialogue and behavioural feedback to enhance the learning.

The establishment of clear leadership development objectives for participants is crucial. A dedicated 360° feedback tool created specifically around Mount Anvil's values and leadership competencies, together with a network of internal learning support both managers and mentors, ensures that participants review and update these as learning is applied to roles.

#### Result

Early results have shown that people taking responsibility for their own learning and its application is providing real developmental value.

Investment throughout the modular process on senior management sponsored business projects is helping shape the future market place profile of Mount Anvil. Participants have also been challenged to research, design and deliver a unique Community Action Learning (CAL) project in partnership with a charitable organisation of their choice, utilising their leadership skills.

"The REACH programme has been a challenging and rewarding experience for all the participants. It is already having a positive impact on our business." **Killian Hurley**  
Chief Executive