

## Global Talent Development Roadmap

Our Talent Development Roadmap is delivered in similar formats around the world, tailored to each region's development priorities.

## Consultant Development Programme (CDP)

A structured programme complemented with digital learning via *Boost!*

**CDP1:** develop your sales and recruitment capability

**CDP2:** build on what you learnt in CDP1, exploring powerful questioning and demonstrating value

**CDP3:** challenge and evolve your existing sales skills as an experienced consultant

## Leadership Development Programme

This programme supports you as an OD and beyond to enable you to strengthen your leadership capabilities.

**LDP1:** upon promotion to OD you undergo a 360-degree feedback process, facilitated by an external provider and delivered in-house. You then attend a two-day programme focusing on leadership behaviours and styles, building trust and developing talent through coaching

**LDP2:** our Global Directors Academy brings senior directors from around the world together to develop their business leadership capabilities

**LDP3:** tailored interventions for senior and managing directors

## Business Management Development Programme (BMDP)

If you choose to progress your career in a billing role, this course equips you with the skills and strategies to develop your desk and maximise your revenue generation.

## Management Development Programme

This programme supports you as you embark on your path to people management and continues as you progress towards directorship.

**MDP1:** gain insight into the role as you transition to manager

**MDP2:** further develop your capabilities to drive business performance through your people

**MDP3:** the opportunity to extend and challenge your skills when you have two years' experience as a people manager

