

## Employer Case Study

### Leadership, Management, Innovation and Enterprise

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#### CMS Consultancy

CMS consultancy has worked with a range of organisations across West Yorkshire to deliver bespoke leadership and management training to improve organisational performance and deliver higher levels skills.

Their experiences show the importance of organisations investing in developing higher level leadership and management skills

Working with an inner city school that was striving to overcome a troubled history and had recently appointed a new Head teacher, CMS consultancy worked with the school's senior managers to help them establish a successful school culture and an action plan for future change.

CMS consultancy developed a number of workshops, one- to- one and small group coaching sessions, together with implementation activities over an eight month period. The workshops were designed as 'think tanks' and provoked a great deal of discussion and debate, before planning the future changes to achieve the School's ambitions. These interventions have helped turn the School around and this has been reflected in the positive comments in a recent OFSTED inspection report.

This shows the value of investing in higher level skills and the added value they bring to an organisation.