

boostconsultancy

boosting you, your people and your organisation

Researching Entry to Employment

boosting opportunities for young people in West Sussex

boost has recently put the finishing touches to an exciting new research project on behalf of a client in West Sussex. The aim of the research was to identify good practice in the Entry to Employment (E2E) programme for young people who are Not in Education, Employment or Training (NEET).

Ellie, who joined boost earlier in the year, has been spending time visiting E2E providers across the country, interviewing staff and learners, reviewing literature and analysing the results.

The research, commissioned by the lead agency in an E2E partnership in West Sussex, is intended to help the client improve its provision by identifying E2E providers who can give insight into good practice in delivering the programme. The client is hoping to improve learner engagement, programme design and effectiveness of delivery.

The research report will be presented to the partnership steering group very soon.

"I'm looking forward to making recommendations that will really help to achieve better outcomes for NEET young people," says Ellie.



If you would like to find out how boost's research team could support your organisation, please call us on 01903 228093 or email eleanor@boostconsultancy.co.uk

Welcome Bruce!



boost is pleased to welcome Bruce McCombie as the newest consultant to join the team.

Bruce's first class honours Masters degree in Sociology will bring refined analytical and research skills to the team. Bruce has also spent two years teaching English in the Japanese countryside so he definitely thrives on a challenge.

"I am very excited to join boost and learn from my experienced team members. I am looking forward to learning and developing into an effective consultant," says Bruce.

boost success with coaching and mentoring

Since September, the boost team has been coaching and mentoring the Chief Executive and Chair of the Board of a local not-for-profit organisation. The aim is to enhance development and strengthen the leadership team.

boost uses recognised tools for coaching and mentoring, which each have their own characteristics.

In a mentoring relationship, the mentor supports a less experienced colleague by giving them advice and guidance based on their own knowledge to help the mentee develop over a period of time. Coaching tends to be more short-term and non-directive, providing a person

with feedback on their strengths and weaknesses.

The focus of mentoring tends to be on career or personal development, whereas coaching usually focuses on a particular issue.

"It's really exciting to see how quickly coaching and mentoring can result in change with people you have developed a relationship with. They're great tools for really helping people to develop and achieve their goals," says Emma Hotston, boost manager.

To find out more about boost's coaching and mentoring techniques, please call us on 01903 228092.

NEWS IN BRIEF

This month, we're working on:

- Identifying funding for a large-scale capital project
- Newsletter copywriting and design for several clients
- Development of a business plan for a local community organisation
- Project management for LSC and LDA funded projects
- Bid-writing and tendering for several clients

More boost news @ www.boostconsultancy.co.uk

Facilitating your success

boost senior consultant, Dave Cottrell, recently lead a facilitation day in Greenwich for the Board of a local community venue.

Seven Board members gave up a Saturday to come together and create the beginnings of a new business plan. Dave's responsibility was to lead a number of sessions to facilitate the group's thinking so they could meet this aim.

Dave says "These days are so important for groups and organisations. They make the time and want specific outcomes and also want all attendees to be able to participate meaningfully. It presents a real challenge for a facilitator." On this occasion Dave received very affirmative feedback and one attendee said it was well above their original expectations.

When boost is asked to facilitate any kind of day, we first have discussions with the client to ensure we listen to what they want to achieve and check with them that we have heard clearly and understood. We ensure we are well-informed so the client themselves can relax and enjoy the day having confidence in our ability.

We then set about creating an interesting and creative programme to keep attendees engaged – we use all sorts of tools including Belbin, presentations, music, pictures, video clips, games, pens and anything else that will add interest and bring out creative thinking as we help the client achieve their aims.

Successful facilitation must move with the moment – all sorts of things happen. Tensions arise, people disagree, people come late, people do not turn up at all and unexpected things happen in the discussion, which may mean a change to a programme. "It actually adds to the dynamic of the day. A sterile approach to a programme may not bring out the best in a group," says Dave.

boost has facilitated many events including Board days, staff induction programmes, team development and planning days. To find out more please contact the team on 01903 228092.

My week at work!

Hayley Cottrell - boost consultant

Monday - One of my favourite days of the week, providing new opportunities and developments for boost. It's also one of my gym days, where I work off the little indulgences enjoyed over the weekend! Monday included a team meeting to share ideas for development.

Tuesday - I was working in Greenwich with one of our clients. We have been supporting the Board with the development of the organisation since 2008 and have enjoyed the challenges and opportunities this organisational development work has provided.

Wednesday - Back to the office today. I spent some time training the boost team in updating our website. The website has become a fantastic tool for clients and prospective clients to read more about our services and news. In the afternoon I



met with a client, discussing fundraising ideas for the next 12 months.

Thursday - Back in Greenwich, meeting with Trustees and completing tasks including end of year accounts, writing copy for newsletters and liaising with a website design agency.

Friday - I spent the day working on a Big Lottery bid for a client to fund a project working with young people with behavioural difficulties.

Yet again, another week has flown by as they seem to do in the world of boost!

boost factfile



booster - Ellie Carn

title - consultant

quals - Masters Degree in Research Methods for the Social Sciences

experience - Ellie has studied a whole range of qualitative and quantitative research methods including in-depth interviewing, ethnographic research and statistical data analysis.

currently working on - Ellie has been researching into the delivery of the Entry to Employment programme for a Sussex based training client (see main article). Getting to grips with the variety of her role and learning about all the projects boost are currently working on for clients.

why boost? - "Since joining the team I feel like my feet haven't touched the ground! I have been doing so many different things. I chose boost because I wanted a job with variety, where I could identify the values of the organisation. To say I got what I wished for is an understatement!"

something extra - In her spare time Ellie is studying towards a counselling qualification, which she hopes will further develop her communication skills.

contact -

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want to know more? get in touch today...

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If you would like to be added to our mailing list please email info@boostconsultancy.co.uk



boost v. - to develop, add to