

In-House Team Training



> | In Professional[®]
Development

www.inpd.co.uk/inpd-in-house-training



InPD In-house training helped shape a development solution that specifically addressed the needs of leaders within our business. Through their consultative approach we were able to build out an engaging and value-add pathway, delivered through tutors who are grounded in the subject matter and can facilitate genuine critical thinking within the cohort.

Jonny Carberry, Head of Talent and Learning
The Aldermore Banking Group



In-House Training with In Professional Development

At In Professional Development, we provide tailored In-House Training solutions designed to meet the unique needs of modern organisations. We understand the challenges of today's working environment, where time is limited, budgets are tight and professionals often need practical, hands-on learning rather than traditional academic methods. Whether your organisation requires ready-made courses, customised programmes, or fully tailored training, we work with you to create learning experiences that deliver real impact.

How We Deliver Impact

We begin by getting to know your organisation, its goals and the challenges you face. From there, we design training that meets your needs, whether it's delivered intensively over a few days or spread out over weeks. Our dedicated account management team supports you every step of the way, ensuring the training delivers real impact and adapts as your needs evolve.

At In Professional Development, we're more than just a training provider - we're your partner in success.

Our Training Options

Our training is designed to fit seamlessly around your team's responsibilities, offering:

- **Off-the-shelf programmes:**
Choose from our existing range of programmes, delivered specifically for your team.
- **Customised programmes:**
Adapt one of our courses to align with your goals.
- **Tailored programmes:**
Fully bespoke training built from the ground up to address your unique challenges.
- **One-to-one coaching:**
Personalised development for leaders seeking to grow.

We deliver training in various formats; virtually, face-to-face, a venue of your choice or a mix of all three to choose what works best for your organisation.

We prioritise flexibility, ensuring that programmes are designed to fit around the responsibilities of your team, whether delivered intensively over consecutive days or spread across weeks or months.

Key Training Areas

Our In-House Training covers a wide range of topics, including:

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| Leadership and Management | Director and Executive Development |
| Strategic Thinking and Business Growth | Financial Acumen |
| Diversity, Equity and Inclusion (DEI) | People and Culture |
| Coaching and Mentoring Development | Sales and Commercial Success |
| Organisational Development | Sector-Specific Programmes |





InPD's approach has been very personalised and the support has been excellent with consistent reviews of feedback after each course. The tutors have been diverse and our employees have praised the training. We've seen them take greater ownership and adopt strategic planning in their roles. I highly recommend InPD and look forward to planning our next course with them.

Emily Harper, Managing Director
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What Makes Us Different

Our approach is centred on practical learning. Our tutors deliver highly interactive sessions that include team-based activities and hands-on problem-solving. Participants are encouraged to address real challenges within your organisation, ensuring they leave with actionable insights. This enables them to apply their learning immediately and collaborate effectively for long-term impact.

We recognise that not everyone learns best through academic, university-led methods. That's why we emphasise practical, experience-led learning that resonates with professionals from all backgrounds.

We've worked with organisations like Adobe, DHL, the NHS, and the Ministry of Justice to deliver impactful training, with over 75% of our clients returning for more. This reflects the quality of our programmes and the strong relationships we build with our clients.

Wincanton

dyson

Aldermore

Cadent
Your Gas Network

HITACHI
Inspire the Next

Bidfood
Inspired by you

NHS

VINCI

BARNARD'S
Changing childhoods.
Changing lives.

Cogent Skills
for science and technology

**HM Revenue
& Customs**

home bargains

daisy.
CORPORATE SERVICES

DXC
TECHNOLOGY

enable
TECHNOLOGY

Amey

AtkinsRéalis

ACTIVE
TAMESIDE

**UNIVERSITY OF
LIVERPOOL**

**The Open
University**

**UNIVERSITY OF
CAMBRIDGE**

**University
of Glasgow**

UNIVERSITY OF LEEDS

**Manchester
Metropolitan
University**



Company Profile

How Aldermore Bank leveraged our In-house Training service.

Company Overview

Aldermore Bank provides finance to business owners, homeowners, and savers, focusing on those overlooked by traditional banks. Operating online and by phone, they are committed to backing people in life and business, driving economic growth, and creating opportunities across the UK.

What challenge was your organisation looking to address?

Aldermore is a mid-sized financial services organisation that has recently been promoted to a Tier 2 status, making us economically significant. With this shift, we faced the challenge of ensuring we had the right talent to grow the business and remain competitive in a tight external talent market. Competing against well-established financial institutions with high visibility, we needed a strategic approach to talent development, ensuring our employees were prepared to transition into leadership roles and drive the business forward.

"The programme gave our employees an enterprise-wide view of Aldermore, helping them transition into strategic leadership roles."

What was the solution your organisation opted for?

We opted for InPD's 'Leading the Way' Mini Executive MBA, a leadership development programme designed to equip our high-potential employees with strategic leadership skills. This programme was targeted at individuals making the transition from tactical leadership to enterprise-wide strategic leadership, offering them the opportunity to broaden their business perspective, understand finance, and develop key leadership competencies.

"The staggered approach to learning ensured concepts were absorbed and applied, making the training highly effective."

What was the approach to the training?

We designed the programme to include a blend of structured learning and real-world application. The programme started with an introductory session via Teams to establish objectives and expectations. This was followed by an intensive week-long in-person training in London, incorporating both on-site and off-site elements to foster deep engagement. After this, we scheduled a series of masterclasses focusing on academic writing and strategic management to support participants in obtaining their Level 7 Strategic Management and Leadership qualification. The staggered approach ensured sustained learning without overwhelming participants

" InPD's trainers didn't just deliver content; they facilitated deep, thought-provoking discussions that challenged our thinking."

What value did InPD bring?

InPD's trainers brought a wealth of real-world experience from various industries, fostering meaningful discussions rather than delivering a traditional lecture-style approach. Their expertise enabled participants to challenge their thinking, develop strategic perspectives, and engage in high-level discussions that directly impacted their professional growth. Additionally, InPD provided strong organisational planning and clear communication, allowing us to tailor the programme to our specific needs. The ability to shape the curriculum, select the right tutors, and align content with our business objectives ensured maximum relevance and impact.

"Our partnership with InPD allowed us to tailor a world-class leadership programme that directly aligned with our strategic objectives."

What were the 3 key takeaways that the training impacted your organisation?

1. Stronger cross-functional collaboration: Participants built networks across business units, fostering knowledge-sharing and collaboration that strengthened our leadership pipeline.

2. Improved strategic thinking: Employees developed a deeper understanding of strategic leadership, allowing them to contribute more effectively to the organisation's direction.

3. Enhanced internal career progression: Many participants successfully achieved their Level 7 certification, with several obtaining Chartered Manager or Fellowship status, positioning them for senior leadership roles.

"The programme has become aspirational within Aldermore—employees want to be nominated for it because of its impact."



Tutor Profiles

At In Professional Development, we have a pool of over **150 expert tutors**, each with extensive industry experience and specialist knowledge. Our tutors come from a wide range of professional backgrounds, including corporate leadership, coaching, consultancy and academia, ensuring we match the right expert to your organisation's needs.

To uphold our high standards, all InPD tutors go through a **rigorous 10-step onboarding process**, which includes:

- **CV Screening and Background Check**
- **Tutor Conference Day Participation**
- **Multi-Stage Interview Process** (Prospect, 1-2-1 and Panel)
- **Session Observation and Mock Delivery**
- **Supervised Training and Solo Delivery with Performance Review**

We maintain strict **quality assurance measures**, delivering training to over **8,000 delegates per year**. Any tutor receiving a feedback score below **8/10** is required to take action for improvement, while scores below **7/10** trigger a structured development plan. This ensures the highest standard of delivery for every session.

Qualifications

Our programmes are designed to provide **practical, experience-led learning** that results in real-world impact. Many of our courses offer **recognised qualifications** and CPD (Continuing Professional Development) certification, allowing delegates to gain professional recognition while developing key skills.

With our stringent **quality assurance process** and commitment to delivering engaging, high-impact learning, you can trust that your team will benefit from practical knowledge that can be applied immediately.

Want to Learn More?

We know every organisation has unique training needs, and we're here to provide tailored solutions that fit your **budget, timeline and objectives**. Let's create a learning experience that makes a real impact.

Get in touch today – fill out the form on our In-House Training webpage, email or phone us.

- **Email us at:** enquiries@inpd.co.uk
- **Call us on:** 0161 509 2999

Bespoke Event Services

When booking an event with In Professional Development, we aim for nothing other than excellence from our programmes. Therefore, why not take the hassle out of planning your event and allow our executive Bespoke Team to handle the whole process of planning your programme with us from start to finish at no additional charge?

Venue and Accommodation Booking Service

In Professional Development also works closely with Professional Development and Services Group Limited (PDSG), which is our esteemed parent company. PDSG have travel agency status and a dedicated IATA number, which allows us to access preferential rates with our network of venue partners for event venues and hotel accommodations. This means that you can enjoy premium experiences at competitive prices!

With PDSG's travel agency, the booking process is simplified and centralised. All event bookings, accommodation and venue reservations are seamlessly managed in one place, saving you time and reducing administrative burdens. Our experienced travel professionals have in-depth knowledge of event logistics and destination choices and can provide expert guidance to help you select the best event venues and accommodations that align with your needs and preferences.

Knowing that your travel, accommodation, and event venue needs are managed by PDSG travel agency provides peace of mind, allowing you to focus on the core aspects of your event without the added stress of logistics.

The ways to make an event truly memorable for your delegates is found within the finer details, therefore during our initial client call we will take the time to get to know the requirements for your event to bring your vision to life for the programme, no matter what the request may be.

For further information regarding our Venue Services, please visit our website.

Additional Services and 'retreat days'

The possibilities for event services don't just stop at accommodation and venue finding services, we can also assist with any social requirements you may have that are external to your programme. Offerings such as networking dinners, experiences, activities and spa's are the perfect addition to any programme or service with In Professional Development in order to turn your course to a company retreat.


To obtain further details about our Bespoke Event Services, our dedicated team is ready to assist you with any questions or requests at enquiries@pdsgroup.org.





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