



The training was superb! The trainer was very knowledgeable and clearly passionate about the subject. The skills and knowledge gained will help me in every aspect of my work life. The practical experience of coaching was invaluable.

Paul Care Senior Manager at Citizens Advice Sandwell

focus on  
**TRAINING**

Rob Legge Consulting uses proven techniques to help charities and third sector organisations solve problems and realise their potential.



# IN-HOUSE TRAINING

Rob Legge Consulting offers a wide range of charity training courses with topics that cover leadership, management, personal development and specialist skills for front line staff and volunteers.

The courses are ideal for charities and third sector organisations looking to develop a comprehensive and professional in-house training programme. Course content is standard but can be adapted to meet your organisation's needs.

In addition to in-house programmes it is possible to book onto open courses which are currently run at BVSC Birmingham.

A comprehensive list of courses can be found at [www.robleggeconsulting.co.uk/training](http://www.robleggeconsulting.co.uk/training)

## BENEFITS OF IN-HOUSE TRAINING

### Reduced cost and travel time

There can be significant reductions in training costs and management time by hosting training in-house.

### Bespoke course content

To emphasise specific training requirements for your organisation's specific needs.

### Effective use of time

Programmes can be scheduled around work days making it easy to plan training days and individual coaching sessions.

### Ongoing professional support

As part of the process of delivering in-house training courses a good rapport and relationship is often created. Frequently this leads to ongoing tailored support and extensions of the original training plan..



# MY TRAINING IN PRACTICE

## BESPOKE GROUP AND INDIVIDUAL TRAINING PROGRAMME FOR THE YMCA

I met Peter Stephenson, the Deputy CEO for YMCA Birmingham at a networking event in 2018. We kept in touch and through their HR manager Melanie Gallivan I was asked to tender for the provision of leadership training for 45 middle and front-line managers. My proposal was accepted, and I successfully delivered the programme over a four month period.

YMCA Birmingham needed a proactive engaging programme to help all managers regardless of experience to reflect and develop their leadership skills. Previous programmes had not been successful, in part because of the academic demands placed on hard pressed managers. To be successful the programme needed to be accessible, enjoyable and individually relevant.

I developed a four session programme for each manager. This comprised of a half day group session (max of 12 people) to explore how best to manage themselves and be good role models. The initial session was followed up with an individual coaching module to help embed the learning into each manager's particular context. This was followed up with another group half day focused on leading people and supplemented with a second individual coaching sessions.

The half day interactive sessions were time effective for these busy operational managers and didn't overwhelm them with new ideas and techniques. The emphasis was on participative discussion with lots of chocolate and laughter! The training was considered by the commissioners to be effective and they have asked if I would return to help with the induction of YMCA managers in the future.



Rob Legge  
Charity Coach Trainer & Consultant

With over 30 years' experience within the third sector Rob Legge brings a wealth of knowledge and experience of the key challenges facing charities and social enterprises in today's competitive landscape.

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