

HOOPLE TRAINING - ILM CASE STUDY

with Hereford Contract Canning

WHY HOOPLE TRAINING & WHY THIS COURSE?

Having previously completed an ILM course himself, Head of Manufacturing, Chris, was already aware of the benefits that completing the course would bring to the team and wider business. "The ILM certificates offer so much value, which is why I was keen for us to take this opportunity. The funded training available with Hoople has helped to ensure more of the team were able to take part".

Chris' main objective was for the delegates to build on their existing management skills and understand how different management styles can be tailored to a range of situations. Head of Supply Chain, Christian Jones, added "It has given them the opportunity to look at communication styles from a different perspective, and having a well-rounded view will help them to get the best out of their team".



DELEGATES AND THEIR COURSE EXPERIENCE

Rhys and Adam are Team Leaders at Hereford Contract Canning, and joined Tutor Clair on the ILM Level 3 Certificate in Leadership & Management alongside their colleague Kane from the Planning team. The group had a range of experience within their roles, which enabled them to bring and share their own unique perspectives.

The group commented on the enjoyable sessions, noting that applying theory through short activities encouraged them to think creatively, and helped solidify their understanding of different approaches. The sessions were broken down into manageable units, something that the delegates appreciated.

Collaboration amongst the colleagues, as well as the wider course cohort, not only reinforced the positive management techniques already in place at HCC, but also opened their eyes to alternative ways of handling situations.

OUTCOMES AND EMBEDDING NEW SKILLS

Effective time management and leading by example were key takeaways for Planner, Kane. "Being a planner, time management is vital, and I think the more senior the role, the more important it is to set an example for the team. However, it also can become more difficult to manage your own time. That is certainly something that I captured during the course".

With recent team changes and new recruits onboarding, the group now feel more confident in implementing development plans and SMART objectives, particularly when conducting Personal Development Plans with new team members. The group acknowledged that they had previously relied on embedding their own learning and communication styles within the team, but new insights from the course have enabled them to bring out the best in their team members by embracing diverse approaches.

This underscores how team training and development can enhance leadership practices, resulting in a more confident and cohesive team ready to meet future challenges.



WHO ARE HEREFORD CONTRACT CANNING?

Hereford Contract Canning (HCC) specialise in the packing of alcoholic and non alcoholic beverages, and are one of only two dedicated contract canning services in the UK.

The team are passionate about investing in the company's future - whether that means new equipment, production technologies, or the development of their people.

The management team took the opportunity to enrol three Team Leaders on the UKSPF funded ILM Level 3 Certificate in Leadership & Management. This aimed to develop their management skills and expertise, and ultimately ensure their team are equipped for continued business growth.

