

LEADERSHIP AND MANAGEMENT DEVELOPMENT WITH BLUESKY EXPERIENCES



BACKGROUND

CJ Lang and Son Limited have been based in Dundee since 1919 and are Scotland's largest independent retailing and distribution company. The CJ Lang Group offers an extensive portfolio of food and drink related interests and operates with five principal trading divisions: SPAR Scotland, CJ Lang Cash & Carry, CJ Lang Foodservice, CJ Lang Catering Equipment and VG symbol group retailers.

The company contacted BlueSky Experiences, the award winning team development and event management company looking for a local partner to help them implement their ILM (Institute of Leadership and Management) management development programme for their managers of the future.

THE MANAGEMENT DEVELOPMENT SOLUTION

BlueSky Experiences designed a bespoke programme for CJ Lang that aligned with both their corporate and ILM objectives.

The solution was a three day off-site residential programme that helped their management team explore a number of real-life issues faced as managers. These issues included confidence building, communication and dealing with conflict and objective handling.

Day 1

An experiential and fun process of revisiting the ILM syllabus so far covered provided the opportunity for everyone to appreciate:

- i. where they had started from,
- ii. each other and to get comfortable with the experiential way of working.

This day was action packed and fun with constant reference to the course content so far and developed as a warm up for the following sessions which were more work and business focussed.

Day 2

The second day focused on trialling and benchmarking individual and organisational development needs. Using the **BlueSky**



Building Bridges project and business scenario activity we reinforced the requirements of the ILM course. This experiential activity demonstrated individual's leadership, communication and management styles within a business scenario. Through creating this business scenario in a safe environment the group were able to practice, test and experience different styles of leadership and most importantly of all learn from this experience.

Day 3

The final day consolidated individual learning, with the creation of individual action plans optimising what each delegate has learnt about their own learning preferences and how they will approach the development of others, who may have quite different learning styles from their own. During the day this was reinforced by peer feedback sessions led by BlueSky. This developed skills in preparing for, as well as receiving and giving of feedback.

This project was an excellent example of BlueSky Experiences' capabilities; from writing a training manual for the CJ Lang team to the event management of the entire three days (including booking accommodation and transport) as well as the delivery of the bespoke management development activities.

Jackie McCabe from CJ Lang commented: *"We were delighted with the professionalism of the BlueSky team. They understood our needs and developed a first class solution."*

BlueSky Experiences, the award-winning specialist in team building, team development, corporate entertainment and event management throughout the UK was founded in 2001.

Based near Perth, Scotland the company counts some of the country's leading corporates amongst its clients including Royal Bank of Scotland, HBOS, Shell, BP, Norwich Union, Scottish Power, William Grant and Diageo as well as a number of SME's.

The company prides itself on providing training which is that little bit different and creative whilst

still keeping corporate goals and objectives firmly in sight.

BlueSky Experiences has dedicated high quality venues throughout the UK as well as its own purpose-built team development and conference centre in Perth. The company has made a six-figure investment in the centre which boasts 700 sq metres of team building/conference space. The centre is set in 700-acres of land which provides a mountain bike track, rope climbing and a puzzle zone offering what are believed to be the best team-building facilities anywhere in Scotland.



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