

TALENT MANAGEMENT PROGRAMME

Part of our commitment to provide industry leading training



TALENT MANAGEMENT PROGRAMME

The purpose

- To develop people ready to take up management and senior management roles in the future.
- To have sufficient trained and talented individuals ready to manage new sites.
- To provide career paths to motivate and develop capable, talented individuals who aspire to management roles.
- To retain talent where possible within the company.

Two programmes

- Team Member to Manager
12 Places – 7 places will be allocated (subject to applicants) on 1 place per department. Head Office, Sales Business Managers, Workshop, Yard, Administration, A4Cars, Customer Service. If there are multiple applications from one team on a site operational cover will need to be considered before offering places.
- Manager to Senior Manager
8 Places
Leading to a General Manager or Senior Head Office Manager Role

Whilst there is no guarantee of promotion, you will experience considerable personal and professional development as a result of taking part.

WHAT WILL IT INVOLVE?



Team members - 2 year programme

Year 1: A series of workshops to develop skill, knowledge and leadership qualities to prepare you to take up future management roles. The focus being upon self management, self belief and emotional intelligence.

Online learning and homework to embed your learning is also an essential part of the programme. This requires a commitment from you to carry out this element of your development in your own time. You will produce personal development plans to put learning into action and progress.

A review will be held at the end of year 1 and delegates will have the opportunity to move into year 2 based on their aspirations and progression.

Year 2: This will involve: Work based projects; learning through action. You will also undertake a qualification in coaching

skills which enable you to coach and mentor colleagues. It may also involve secondments to other sites to learn different roles.

Managers - 1 year programme

An action learning programme of 10 workshops facilitated by an external provider. You will develop your management and leadership capability by tackling some real business/ organisational challenges of strategic significance.

These challenges will be identified and sponsored by Directors and Senior Managers. Participants will be provided with resource materials, tools and inputs to enable them to define their challenge, conduct research and make recommendations. This will develop skills such as impact and influence, analysis, decision making, risk management and prioritisation.

How to apply:

In writing to Clare Bell, Learning and Development Manager
Describing how you meet the job performance criteria and uphold our core values; plus the skills and qualities you possess that will enable you to be successful in the programme and make a Motorpoint Manager in the future.

Please contact Clare for a copy of the job performance criteria prior to writing your letter.

At clare.bell@motorpoint.co.uk
Or ring on ext 1184

Applications for the next programme will be communicated Autumn 2016.

You need to meet the following criteria:

- 6 months minimum service with your probation period confirmed.
- An excellent attendance record.
- A good disciplinary record.
- You carry out your current job well, to the performance indicators laid out.
- You are willing to re-locate in order to take up a management position in the future.

Application process:

- Letter of application to Clare Bell, Learning & Development Manager.
- Reference requested from your Line Manager and General Manager.
- Successful written applications will attend a face to face interview.
- Successful applicants from interviews will attend an assessment centre.

This programme will provide participants with a great opportunity to be considered for future management positions.