

# WORKING WITH A CHAMPION EMPLOYER

Counties Power

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Nō Kōtirana me Aerana ōku tīpuna

I tae mai ōku tīpuna ki Aotearoa i te tau 1862

Ko the Bolton tōku waka

Nō Tamaki Makaurau ahau

Ko Alex McKegg tōku ingoa

No reira, tena koutou, tena koutou, tena koutou katoa

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# CONTEXT:



Counties Power won the 2020 Skills Highway Champion Employer Award

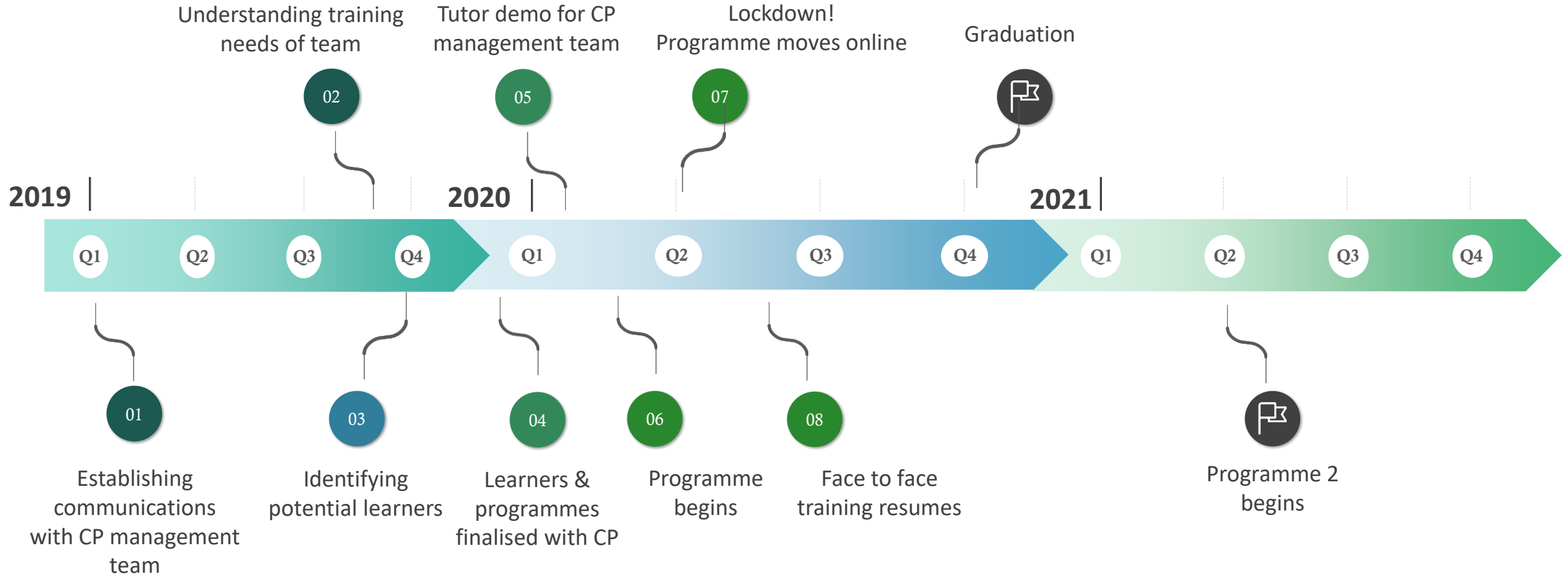


The programme is for new team leaders and is a mix of communication skills, teamwork, understanding diversity, and leadership skills.



Plan to pilot the programme and then roll out more widely.

# OUR WORK WITH COUNTIES POWER



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# KEYS TO SUCCESS

Counties Power involved throughout the planning

Time spent identifying training needs

Getting team buy in for the training 'volunteers' not 'captives'

Management investment in training - training valued and recognised

Programme contextualised to learners' needs

Flexibility when required

Qualified experienced tutor who can establish rapport

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# FEEDBACK FROM THE TUTOR



The whole culture... of every single one of them really appreciating their workplace, their team mates, their own leadership, and having a sense of ability and responsibility to contribute and to continue building this great company.

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# FEEDBACK FROM COUNTIES POWER LEARNERS

The way I deal with  
conflict management or  
problems has changed.

How to approach  
different teams  
and cultures within  
my company.

Wherever I can, I will apply these  
methods, will even teach it to my wife  
and kids to help them.

How to get the teams  
to work together and  
solve problems and to  
motivate each other.

**100 % said they enjoyed the programme**

**100 % said they achieved their personal goals**

**100 % said they achieved the programme goals**

**67 % said they would like to do further learning**

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# FEEDBACK FROM COUNTIES POWER MANAGEMENT

Skills learnt are being used by staff in the field, e.g. motivating teams and dealing with some of their more challenging team members in a positive way.

Improvements of all learners across a number of areas in particular problem solving, conflict management and communication.



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# GRADUATION

