

# COSTAIN BLENDED ON-LINE MANAGEMENT TRAINING



## » OPTIMISING THE USE OF ASSETS BY UNDERSTANDING PASSENGER MOVEMENTS

**A bespoke training course delivered, mentored, and assessed through a Costain portal that provides for 30 guided learning hours and four assessments covering a number of management disciplines. The course is endorsed by the Institute of Leadership and Management. (ILM)**

Costain, in conjunction with Inom Ltd have designed and developed this modular course of 30 hours of structured learning and assessment, which is accessed through a web-portal.

The training available covers:

- Fundamentals of management:
- The role and nature of management
- Effective communication
- Effective delegation
- (Assessment of the above 3 topics)
- Dealing with poor performance
- Generating motivation and enthusiasm
- (Assessment of the above 2 topics)
- Time and workload management
- Handling staff appraisals
- Effective interviews
- (Assessment of the above 2 topics)
- Additional management skills:
- Influencing skills
- Managing change
- Dealing with disagreement and conflict
- (Assessment of the above 3 topics)

### KEY INDUSTRY CHALLENGES

It is widely recognised that management and leadership skills need to be improved across the industry. This training is designed for managers to gain new skills, refresh skills they may already have and enjoy training at a time and location to suit their need. Individuals can work through the training at their own pace, can dip in and out; go through to summaries when needed, and check their understanding by taking

four assessments, within one year of enrolment. The sessions can be taken in any order, although it is recommended that they be grouped together with the relevant assessments. The assessments will give an indication of manager's knowledge levels and can be retaken as often as needed to reach a very good understanding.

### CUSTOMER BENEFITS

The Customer benefits from the improvement of management and leadership skills leading to continually improving contract performance. An external measure of these improvements is provided by The Institute of Leadership and Management who undertake the external quality assurance of the process at Levels 3 and 5. Costain has linked the online modules into the level 3 and level 5 ILM awards. This on-line training can be shared by partners within a Joint Venture to provide improvements throughout the delivery team.

The course is provided with full confidential mentoring support via the "Ask Inom" facility. This allows delegates to ask a question in confidence and receive advice about practical issues relating to any of the subjects covered in the training or about the individual sessions themselves. Delegates can also access additional recommended reading, and receive monthly management tips.

Costain has now enrolled 220 employees on the training course, the successful completion of which is a precursor to the enrolment of the ILM level 5 Award.



### FURTHER DEVELOPMENT

Costain, other partners, and the Construction Industry Training Board are working with the Institute of Leadership and Management to further develop programmes that address specific sectors such as in Nuclear New Build.

<http://www.i-l-m.com>

### CONTACT

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## ENGINEERING TOMORROW...TODAY

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