



## Mini-MBA Programme

### Business Driver

A number of recent surveys are highlighting the 'talent squeeze' being experienced by large organisations:-

- 69% of UK organisation report difficulties in retaining top talent (CIPD 2006)
- 41% of Senior HR professionals thought retention of key staff was their most critical HR issue (RightCoutts, 2006)
- 67% of senior directors think the inability to attract and retain the best talent is one of their top 3 threats to success (Accenture, 2006)

### In a Nutshell

The 121partners 'Mini-MBA' programme has been designed to retain and develop the top leadership talent through an intense blended learning experience. Its objectives are three-fold:-

- To build a strong network of leaders working in diverse functions and countries
- To provide specific skills and knowledge in advanced aspects of leadership
- To apply the learning to a real business challenge with the help of coaching and mentoring support

The programme uses 'best of breed' training modules integrated with coaching and mentoring sessions over a 9 month period.

### Advantages & Benefits

The 121partners 'Mini-MBA' is unique since the client chooses the 'best of breed' training modules from an extensive library of external providers. 121partners then applies its programme management experience and international coaching 'pool' to produce an integrated learning experience. The business benefits of this approach include:-

- Pragmatic focus on solving current business challenges
- Retention of top talent in the organisation
- Building inspiring 'virtual teams' across country and functional borders

### Case Studies

121partners delivered the 'Mini-MBA' programme to a global IT services organisation. The programme was attended by 25 of the organisations 'top 50' leaders. The participants attended training modules on the following topics :-

*Developing Leadership Styles -  
Strategic Review & Business Planning -  
Building Relationships in the Boardroom -*

In-between modules, participants received support from an external coach and internal mentor whilst working on a set of personal and business goals. Participants on this programme came from countries including UK, France, Belgium, Holland, Finland and Malaysia.

### Testimonials

The following testimonials are from the line managers of 'Mini-MBA' participants:

*"The participant used a number of the 'Mini-MBA' tools to good effect. He has improved his focus and used the new capabilities well"*  
Board Director

*"I have seen more maturity and confidence in a number of the individuals who were on the programme particularly in the area of Senior Client engagement."*  
UK CEO

*"I am a fan of the programme, it has worked better than I anticipated and I will be putting others on it."*  
Board Director