



Issue 5, April 2008

## **DMS Academy**

How does a couple of days' training in the South of France sound? Well this dream will become a reality later this year, since DMS has just bought a fabulous training centre close to Montpellier. The centre will offer you an alternative venue for your in-house training needs. With ten bedrooms and a swimming pool, we offer a delightful alternative to UK based hotels. As well as booking the whole venue for training programmes and awaydays, you will be able to gain your CIPD membership via our intensive Executive PAC programme. We will also be introducing a number of other management and HR training programmes. Thanks to the advent of low cost airlines, the cost is now an affordable option when comparing prices to UK based training programmes. Register early [now](#) to express your interest and we'll send you an information pack when we launch the Academy in July.

## **How can I use my training budget more cost effectively?**

That's a question we all ask ourselves! We have hundreds of clients from the private to the public sector, small to large organisations. If you have a number of employees who would like to undertake CIPD or CMI accredited programmes, but you don't feel you have quite enough people to commit to running a whole course in-house, then we are happy to link you up with other organisations and offer you regional training courses to suit your needs. Group programmes offer excellent value for money compared to other routes, because of how our pricing works. By working together with other organisations, your team can share their learning with others so that both the organisation and the employee gain increased benefits from their training, for example enhancing their networking skills. As these are not public courses, we can still ensure that the course is tailored to your organisation's requirements.

The DVLA have been running internal CTP/CPD training courses with DMS for 4 years. Adrian Thomas, Head of Organisational Development, told us why he chose an in-house option over traditional external methods. "We had several members of staff wanting to do the CPP/CTP training course and we wanted to ensure that they were all at the same level of knowledge. We chose an in-house programme over the individuals studying independently for a number of reasons primarily because it means we can ensure that the programme focuses on our specific organisation's needs. Our DMS consultant, Di Steer, has extensive experience of delivering CIPD programmes for DVLA and understands our environment and our priorities so she is able to tailor the materials appropriately. We can keep an eye on everyone's progress a bit more easily and are then in a position to give them extra support if we feel they need it before it becomes an issue. We find attendance levels and results tend to be much higher than with traditional college courses and students take less time out of the office to study. Candidates also find it motivating to study with colleagues who understand the challenges they face. Holding the courses internally also means that everyone can start at the same time rather than fitting in with the usual academic timetables. The training has all been underway several months earlier than it would have been

otherwise so we have started reaping the benefits straight away. It was very cost effective for us, especially having evaluated all the benefits." Di from DMS added, "At DMS, we find clients prefer our in-house courses because of the level of tutor support we can offer and the course content can be tailored to create greater understanding of the organisational HR challenges." Interested? Then [email](#) us for a quote now.

## **How does PAC work? The Diagnostic Meeting**

We interviewed Peter Sell, DMS' Managing Director recently about the DMS PAC programme. Over the next few newsletters, we will cover each stage of PAC in more detail. This month, the Diagnostic Meeting.

The 'Diag' as it is fondly known, is the starting point for most candidates. We offer you a *FREE* Diagnostic Meeting with your personal consultant before you sign up for PAC. This meeting, which can be a telephone discussion, gives you a chance to ensure that your skills, experience and circumstances match the requirements of the programme. Your consultant will talk you through the detail of PAC and advise you on the best way forward. For example, some candidates can gain exemptions on part of the programme. We want to ensure that you are taking the most cost-effective and appropriate route to CIPD membership for you. As the leading PAC centre, with consultants based all over the UK, we have worked closely with the CIPD for over 13 years to develop PAC, so we know all the options available to you. And, if you're not quite ready for PAC, we'll be able to guide you to ensure you get your membership as soon as you can. Call us on 0208 326 6200 to arrange your Diagnostic Meeting or [email](#) us with your address and telephone number so we can put you in touch with your local consultant.

## **Would you benefit from some career coaching?**

Whatever stage of your career, we can offer you career coaching to suit your needs. From telephone coaching to regular face to face meetings, our consultants have a wide range of experience in HR and management roles and can support you to achieve (or identify!) your career goals. From outplacement support and recruitment advice to ongoing coaching, perhaps towards a promotion, call now on 0208 326 6200 and speak to [Peter](#).

Please add our email [choward@dmsconsultants.com](mailto:choward@dmsconsultants.com) to your address book to continue to receive our mails. Feel free to remove your name from our email list at any time. Email [unsubscribe@dmsconsultants.com](mailto:unsubscribe@dmsconsultants.com) to unsubscribe.

DMS Consultancy Ltd, 67-69 St Johns Road, Isleworth, Twickenham, Middx ,TW7 6NL. Telephone 020 8326 6200. Registered No: 2045202.

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