

LEARNING



Everyone has room to improve, which is why you should make the most of the training that Taylor Wimpey provides.

It is up to you to take responsibility of your development, so speak to your line manager today!

Mike Mottram
Learning and Development
Business Partner



Mike Mottram, Learning and Development Business Partner for Taylor Wimpey, has taken the time to talk to us about the flourishing new Learning and Development portal, and about the training material that is now available for us online.

What is Learning and Development?

Learning and Development (L&D) is a function within our HR department. It provides training materials and learning opportunities to all employees of Taylor Wimpey. The training and development options available are designed to help employees grow their skill set, either to improve performance in a current role, or to further progress a career. We would like to encourage all Taylor Wimpey employees to take ownership of their own development by speaking to their line managers to discuss areas they could develop in order to improve their skill sets.

What can Taylor Wimpey provide?

Training and development at Taylor Wimpey has become a lot more interesting. Historically, we provided a selection of face-to-face courses to cater for various development needs across the business. While it will always have its place, face-to-face training is not always the best option. For some people, attending a training session is not possible for reasons such as travel, child care and workloads. It can also be expensive, time consuming, and may not be available when you need it.

Some of the challenges mentioned above may well ring true with many of you and previously could have excluded you from training and development opportunities, but not anymore.

So, what's changed?

Think about your personal lives, when we need information we pull out a smartphone and use Google or YouTube to find the answer we're looking for. Not only do these technologies provide us with the answers or instructions we need, but they provide them exactly when we need it. This is what your training and development opportunities should provide – the training you need, right when you need it!

So, what's available now?

Feedback from our employee engagement survey 'talkback', told us that you wanted access to more development opportunities. So, during 2017 we met with colleagues across the business, to understand what improvements we could make to the current L&D offer.

After working hard to bring your suggestions to life, the L&D team are delighted to announce the launch of the refreshed 'My Development' and 'My Performance' pages on the Taylor Wimpey intranet.

Having increased the number of development topics from 10 to 50, based on the skills within Taylor Wimpey's cultural principles and job profiles, there are now more bookable courses for you to choose from. The increasing range of topics includes negotiation, presentations, motivating the team, delegation, budget management, and many more!



DEVELOPMENT

Further improvements to the site include:

- New course formats including videos, articles, podcasts, and recommended reading as well as a broader variety of training courses
- Video tutorials to help people use the new Performance Management System – which is being rolled out to BUs throughout 2018
- A new partnership with a company called Litmos Heroes, providing instant access to a variety of online learning materials which are a blend of credible theory and engaging animation

How do I access the training?

All of the training topics listed below are available now in the 'My Development' area on the intranet, which can be accessed through the HR home page. Remember, development isn't just for people who want to progress, it is for everyone who wants to do a great job, which is all of us!

Our online resources are readily available and have made it easier than ever to develop your skillset. Why not have a look and see what you can learn today?

Available Courses

Microsoft Packages: IT is becoming ever more integrated into our working lives. With Microsoft packages being one of the most universal software programmes; they now have a range of functions which can make working life easier. We have therefore included new pages within 'My Development', such as video tutorials and step-by-step instructions on various aspects of the Microsoft Office suite, including Excel, Word and Outlook.

Developing Skills: The hub also includes tutorials and information on improving the skills required both within the working environment and in day to day life, for example managing stress, effective communication and how to manage a project.

Line Managers: There is now a Line Manager Toolkit which includes videos, articles and guides as well as a suite of People Workshops delivered by the HR team. Topics include setting objectives, providing feedback, motivating teams, conducting interviews and developing people.

Taylor Wimpey: We have also added a set of modules focused around Taylor Wimpey, including the development of the company, and information on diversity and inclusion. Regardless of how long you have been part of Taylor Wimpey you will be able to find something useful within this E-Learning collection to broaden your knowledge of the company.

Sign up now

One of the new learning tools available to you is the Online Skills Learning Materials. For this we have partnered with a company called Litmos Heroes who provide a library of online courses that are not your traditional E-Learning. The online courses are a blend of quality animation and credible theory and can remove the need for you to attend a face-to-face course.

They provide online courses for over 100 topics and there is definitely something for everyone! With unlimited access to this library you can complete as many of the courses as you like, as many times as you like. Whether you're interested in developing your understanding of a balance sheet, developing your ability to deliver feedback, become a more effective line manager, improve your sales skills, or focus on your emotional intelligence, the variety is fantastic so if you do nothing else, register and make use of this great learning opportunity!

LITMOS HEROES

Saving the world from boring learning