

Leadership and Management – Buckinghamshire Business First



Effective leadership can transform a business and its productivity, and Buckinghamshire Business First recognises the importance of management support and development programmes.

leaders. One MD said joining one of BBF's support programmes has saved his business thousands of pounds.

BBF's two key leadership programmes - MD Ngage and Peer Networks – provide peer learning to enhance and develop skills, giving participants invaluable opportunities to share experience and ideas.

Offering business leaders practical support in the development of their management skills is integral to BBF's mission of providing businesses with opportunities for growth. Effective leadership and performance are positively linked, with evidence suggesting that a deficit of management capacity to drive performance is one of the main barriers to the growth of smaller and medium-sized businesses. Evidence suggests that best-practice leadership and management development can result in a 23 per cent increase in organisational performance for a participating business.

With nearly three quarters of organisations in England reporting a shortage of management and leadership skills in 2012, it is clear there is a need for practical and effective support strategies for business leaders.

BBF understands that, in order for businesses to thrive and grow, business leaders need to dedicate time to their own personal and professional development. As such, it has developed proven leadership and management support programmes, which come highly recommended by business

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 MD Ngage

 BUCKINGHAMSHIRE
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 Peer
Networks

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network. Participants will not be placed in a group with any competitors, so they can freely share their challenges and benefit from the expertise of others. The free, fully government-funded, programme is available to any small to medium-sized business that has:

- Operated for at least one year
- Five or more employees through PAYE (or over two if the reduction is as a result of the pandemic)
- A turnover of at least £100,000
- An aspiration to improve
- Not taken part in a previous Peer Networks programme Fill out an enquiry form here.

Alternatively MD Ngage is a paid-for programme that allows business leaders to take time out each month to explore new ideas, tackle challenging issues and grow as leaders – all with the support of like-minded peers.

Aimed at business owners, MDs and CEOs, the programme provides inspiration and support from thought-provoking expert speakers, touching on the four key themes of sales and marketing; leadership and management; processes and tools; or future trends.

The programme offers leaders from non-competing businesses the opportunity to meet and share experiences and ideas, supporting both their own personal development and that of their business – exploring ‘the art of the possible’. Developing a confidential network of trusted support allows business leaders to examine key issues and take solutions back to the office, in order for organisations to reach their full potential.

MD Ngage member Ashley Carr, founder and MD of NEO PR Ltd, said taking time away from the business to focus on how it can be improved has been hugely beneficial, he said:

“Everyone has issues with running a business in some shape or form. I’m able to bounce ideas off similar-minded MDs - it’s like having your own private business partners in a room, helping each other along.”

Klaus Allion, Managing Director of ANT Telecom, said he wished he had joined the programme earlier, saying: **“One peer-to-peer session saved my business tens of thousands of pounds due to the advice and introduction given which helped me to resolve a dispute with a large customer/company.”**

“I wish I had been part of such a forum from when I first became executive MD. I would have made better decisions, less mistakes and been able to help others and improve myself. In short, I would have been much happier, much earlier!”

A survey of 1,248 senior directors and executives by the London Business School found many leaders are thrown off course by focusing too much on day-to-day activities rather than paying attention to personal development. In addition, 45 per cent said the biggest barrier to achieving their leadership potential was lack of strategic thinking.

Alex Pratt OBE, founder of Serious Brands Ltd, said his membership of MD Ngage benefits his business in the main because of the focus on strategic issues.

He said: **“It benefits my business in lots of different ways, including changing the culture of the organisation by looking at individuals one at a time to understand them.”**

Helen Wood, from Tip Top Venues, said she has implemented some of the ideas and suggestions from the MD Ngage programme.

She said: **“I’ve got a lot of support from people in my group, not only from within the sessions but outside the sessions too. It’s great to have that support from people who are not directly involved in my business.”**

Members of the programme work with the Chair of the group in between sessions to ensure actions are followed up on. In addition, members are recognised Ambassadors of the Buckinghamshire business community and through invitation-only events, help to shape the local economy.

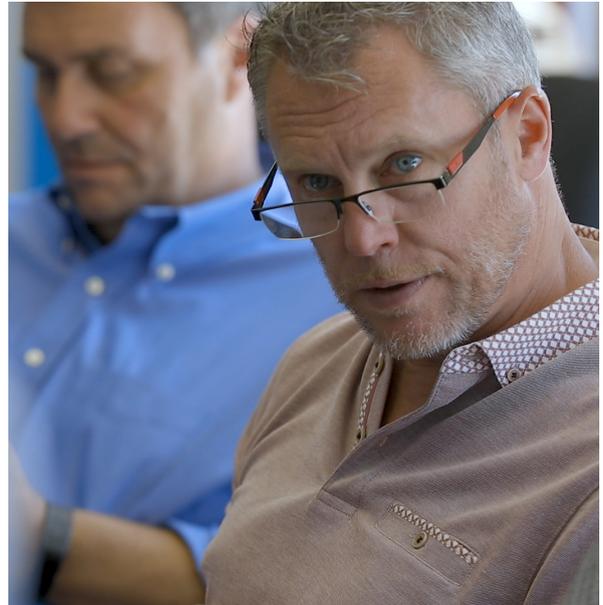
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The leadership and management support offered by BBF complements its wider support provision for businesses and as BBF celebrates its 10-year anniversary, business leaders across the county are encouraged to take advantage of the leadership support programmes on offer. Together, we help secure the future growth of both established businesses and those just starting up.

For more details visit the BBF website.



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