

Leadership Development Testimonials

"I have found the leadership programme from Peridot Partners a very enjoyable and worthwhile experience. Shadowing directors and senior managers from other public sector and voluntary sector organisations has proved helpful, particularly during this year of political change and financial challenge. The programme has also provided the opportunity to hear from leading figures in the social care field and network with other colleagues from around the country."

Iain Macbeath, Assistant Director performance and Business Support, Hertfordshire County Council

"The Assistant Director's programme run by Peridot Partners was the first opportunity I had discovered to support aspiring future leaders through a tailor-made programme. Through the programme I have had an in-depth analysis of my experience and working styles, complemented by a unique comprehensive personality assessment. Through an extensive coaching session, the combined feedback has been used in new openings to assist in my personal development."

Derek Oliver, Assistant Director Adult Social Care, London Borough of Richmond

"From the outset there was an analysis of my own motivations and aspirations supported by some testing of my strengths. The shadowing of other directors was an invaluable way to learn from others and to reflect on my own approach. The final session with other participants sharing our experiences with inputs from either those who develop leaders or successful leaders brought the different aspects of the programme together seamlessly."

"Throughout, the team from Peridot were very supportive, at times chivvying us up to make most of the opportunity. I think the programme was good value for money and an effective way to develop leadership skills, whilst at the same time identifying and developing the 'talent pool' that exists within budding directors".

Sheila Rochester, Service Director – Assessment and Support Planning, Birmingham City Council

"Peridot's programme is a tailored approach that encourages participants to be aware of their own strengths and development opportunities, and connect these with real world situations through shadowing Directors and partners, watching and discussing different styles in action. It allows participants to step back from the day to day pressures of their own jobs, but to apply self learning directly back into practice, rather than simply considering leadership in isolation in a seminar room."

Andrew Jepps, Head of Service for Planning and Commissioning, Northamptonshire County Council

"To date I have had the opportunity for a work related personality test with professional feedback, three different shadowing opportunities of my choosing, and a development day in London with other participants, at which we had the benefit of a range of speakers, with informal opportunities for discussion. All of these have been useful, and Peridot Partners have been very receptive to suggestions on how the programme can be further developed."

Zoe Johnstone, Chief Officer, Adults and Commissioning, Bracknell Forest Council

“ The programme is designed to reflect the particular learning and development needs of each candidate and provides an invaluable opportunity for AD’s to experience the different leadership styles and approaches of Directors in other local authorities and be supported to develop their own skills through mentoring and coaching. We found it an effective developmental approach and good value.”

Jane Wood, Director of Community and Wellbeing, Slough Borough Council

“I have found Peridot very responsive in listening to the ideas of directors and ADs in shaping a programme to provide very practical, cross sector development for ADs. I know that Iain has enjoyed and benefited from the experience and I also enjoyed playing into the programme as a mentor.”

Sarah Pickup, Director of Adult Care Services, Hertfordshire County Council

“The personalised approach has been very useful to our Head of Service, particularly being experienced based. It has provided him with an invaluable networking opportunity combined with the one-to-one mentoring which he has found extremely useful”.

Charlie Macnally, Corporate Director of Health and Adult Social Services, Northamptonshire County Council

“As Director of Adult Social Care and Health, I was keen to establish links with a practical, tailored development programme for senior aspiring staff. My experience of the Peridot programme is that it seeks to combine a personalised approach within a core framework.”

Glyn Jones, Director of Adult Social Care & Health, Bracknell Forest Council