





DARREN ENGLISH

Learning & Development Partner

B&Q

RAINBOW
HONOURS

GAP



BHS
BRITISHHOMESTORE
LONDON 1928



GAYDIO
AWARDS

NHS





BUDGET

Like many charities, resources were limited.



TIME

Operational demands often took priority over development.



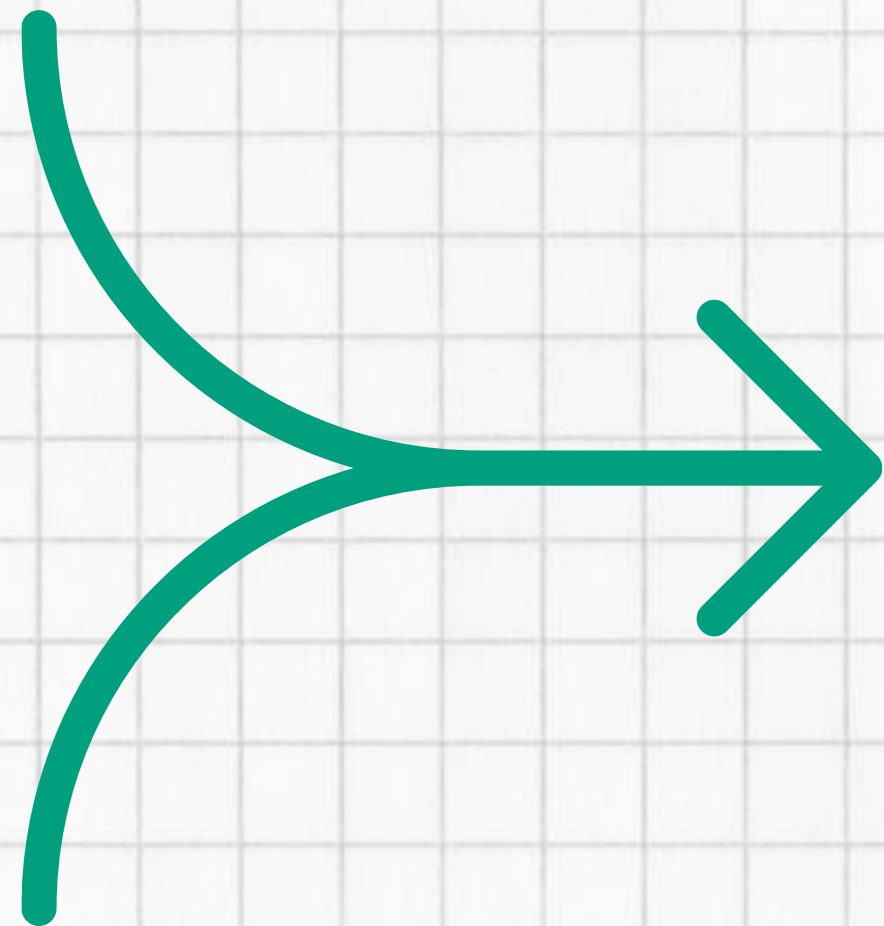
ENGAGEMENT

Some colleagues had never experienced meaningful workplace learning.



CREDIBILITY

Without an established L&D function, I first had to demonstrate value.





**RELATIONSHIP
FIRST**



**BUILDING
TRUST**



**SUPPORTING
COLLEAGUES**

Increased Confidence

Greater Engagement

More Reflective

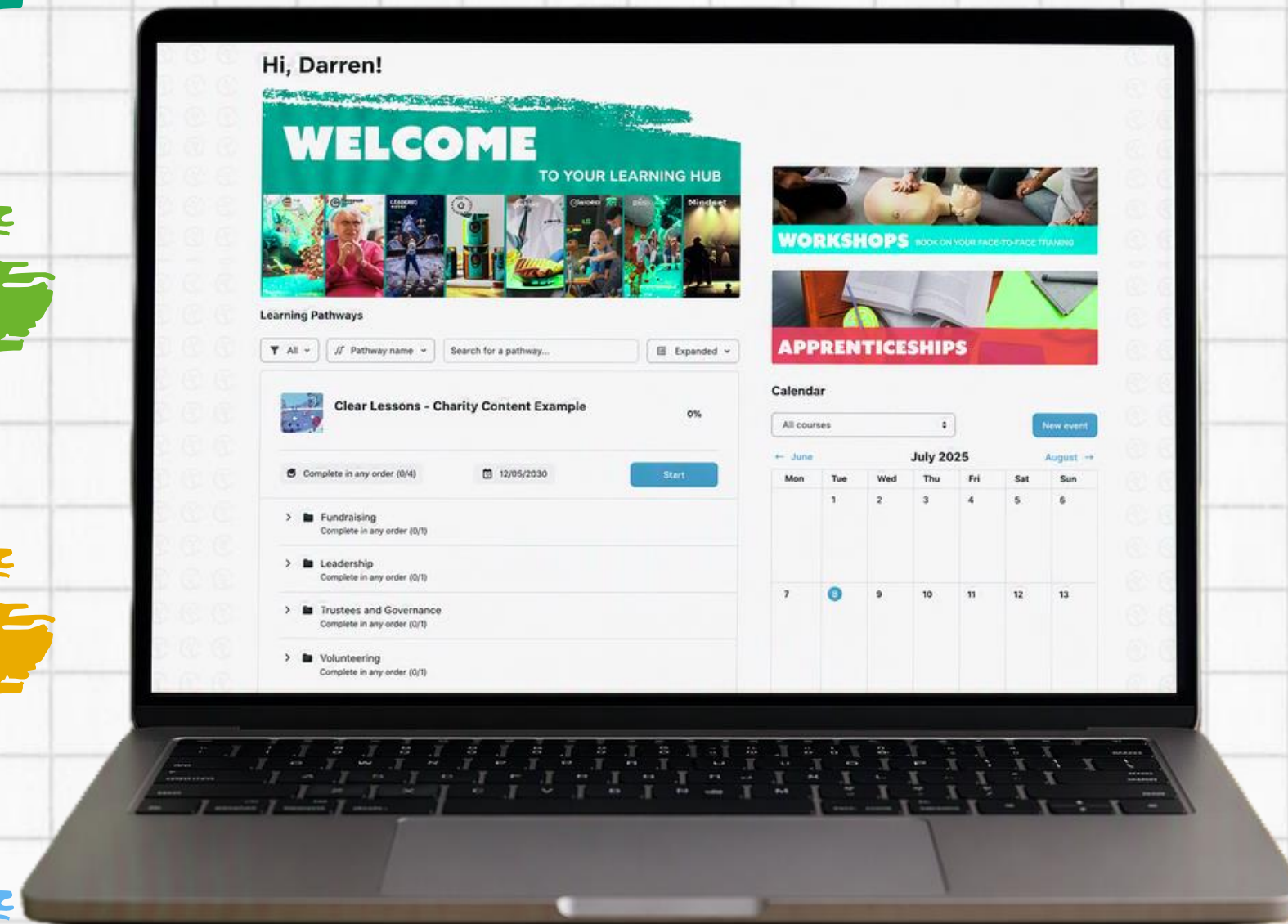
Improved Conversations

Stronger Development

Better Visibility

More Strategic

Better Recognition





93.7% COMPLIANCE



1

Don't start with programmes

Start with relationships and understanding

2

Learning culture grows through consistency

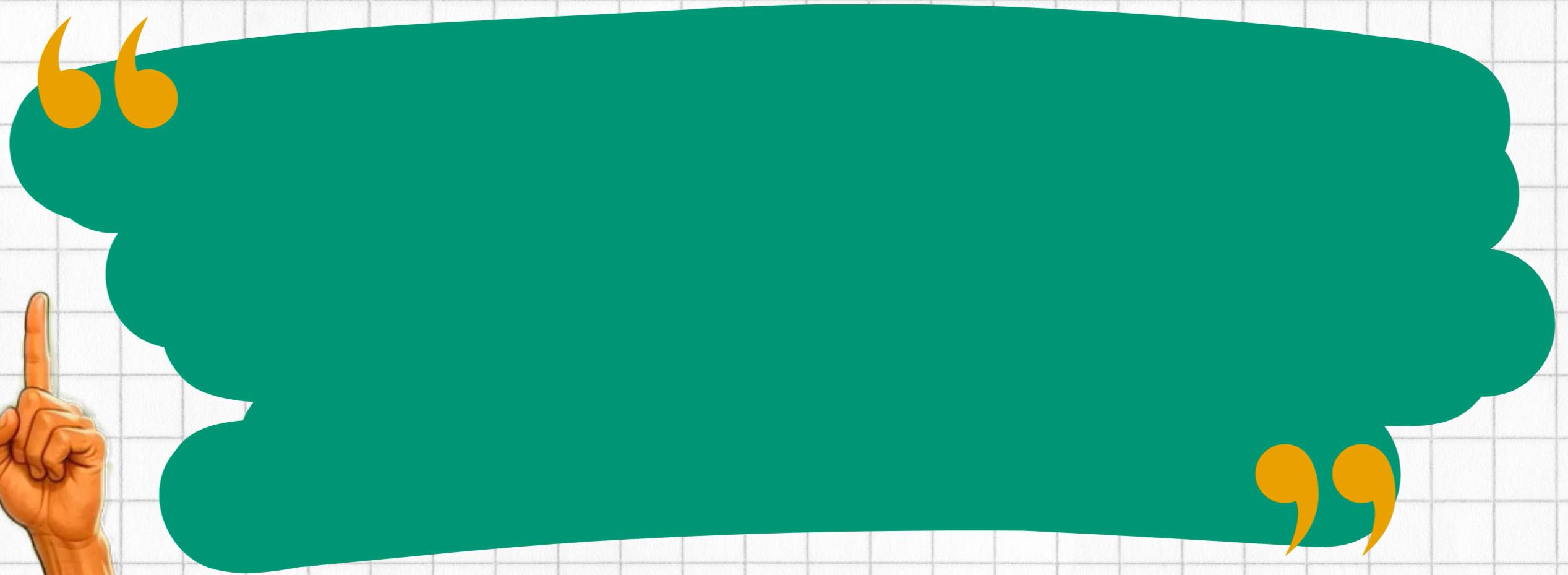
One brilliant workshop changes little. Persistent development activity changes culture

3

You don't need a large budget to make a difference

Creativity, partnerships and internal expertise can achieve a great deal.







THANK
YOU!

