



DTI Whisky Sector Project Draft Ideas for Delivery of Employability

Each development project will have core delivery elements to it

- Workshops for project delegates
- Coaching for delegates
- Workshops for project leaders
- Review and Evaluation sessions

Each development project will aim to enhance and utilise core employability competences, for example:

- Team collaboration
- Understand and interpret
- Plan and prioritise
- Problem manage
- Innovate and create
- Reflect and forecast
- Coach and support
- Communicate

Each project will aim to target and develop distinct behaviours and attitudes which support the application of the core employability competences.

Development Project 1 Setting up a Joint Working Group

This project is aimed at enabling employees, who wish to set up a small group to look at a particular issue, to work confidently with managers on setting it up and working through key tasks. We would strongly recommend that this project is run jointly from the start. It will offer a framework and practical approaches for setting up a Joint Working Group and effectively implementing the objectives.

Learning objective

The learning objective of this planning project is to enable the employees and managers to build a practical plan for starting and running a Joint Working Group. You will be given practical planning tools and agree ways of working that will enable you to complete the Joint Working Group Planner which you will use as your “road map” for getting things initiated and completed.

Development Project 2 Managing A Change process

This project is aimed at enabling a small group of employees to initiate and manage a change process or core activity within the business which has a direct impact on operational staff. It will enable employees to engage with the business at a level they have not been exposed to before and utilise their frontline knowledge to manage the project from their own perspective.

Learning Objective

The objective of this project is to give a group of employees the opportunity to work together managing an important element of business development and for their peers to assess their approach to involving the end users, namely themselves. All good practice, processes and key learning will be logged and presented for consideration and relevance to future projects involving change within the business.

Development Project 3 Spreading and consolidating Best Practice

This project will enable a group of employees to collect valuable intelligence from inside the business on where excellence is occurring as a daily routine. The group will have the task of distilling the learning and identifying the transferability of the excellence; whether it be the way people approach working together or a process or procedure which has demystified a complex activity. The group will need to work with different people across the business and

Learning Objective

The objective of this project is to give employees the tough but engaging assignment of researching and seeking out best practice within the company, analysing the information and its elements before presenting the corporate intelligence data in a form recognisable to core employees. The final part of this project will require the group to come up a practical transferability proposal.