1686 - Framework for Innovation and Leadership Development Programmes

1 Introduction

CPI, an independent technology innovation centre based in the North East, is celebrating 15 years of innovation across a range of different markets including pharmaceuticals, agritech, FMCG, automotive, energy and aerospace. CPI has grown significantly over the past 15 years to now employ more than 400 staff in the North East of England.

2 Background Information

“People matter” is one of the core principles that the CPI HR team have developed in their commitment to providing excellence to the business, in order to ensure our people have a thriving environment in which they can perform. As part of our continuous improvement, CPI wishes to build capability within our innovation function by redesigning how we offer training and development in this area.

CPI’s external landscape is continually changing, we must be agile so we can respond to our stakeholders- both in the public and private sector needs effectively. This requires a significant degree of smart collaboration within the organisation and the ability to both adapt its current technology offering and create new capability.

3 Technical Scope

CPI are looking to engage with a partner/provider who can offer us an Innovation development programme and a Leading Innovation Development programme.

Workshop days should be a full day and approximately 6 weeks apart, with activities set in between to engage learners and to encourage proactively using skills that the workshop was focused on.

Please consider the current climate when putting together a proposal. What needs to be face-to-face and what can be done via virtual learning/interaction with a justification for the method you have selected.

The total number of workshops should be between 4 and 7 days, CPI is flexible, but your proposal should not exceed 7 days total. Your proposal should include objectives and outcomes for each workshop.

Lot 1 - Innovation Development Programme

The innovation development programme will be intended for people who don’t necessarily have management responsibilities but need to lead a team through the innovation the space.

The programme should include but is not limited to:

- Innovation Frameworks and how CPI fits into this
- Team leadership

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- Collaboration
- Decision making skills
- Influencing and story telling

In addition to these workshops, participants will be offered a 360-feedback session and a profiling session, both will be completed by CPI's L&D Business Partners. This will need to be considered when proposing a plan and how they link onto the sessions.

Lot 2 - Leading Innovation

Leading Innovation needs to cover the key knowledge and skills that are vital for being in a leadership role within the innovation industry. The programme needs to be suitable for anyone in the innovation space, including technical staff, business development and project managers.

Leading Innovation should build on the Innovation Development Programme and should include but not limited to:

- Leadership skills
- Getting the buy in from individuals and teams
- Negotiation

In addition to these workshops, participants will be offered a 360-feedback session and a profiling session, both will be completed by CPI's L&D Business Partners.

4 Additional Requirements

4.1 Delivery

This service may be delivered at any of CPIs sites in the North East, in Redcar, Darlington and Sedgefield. For the purposes of getting a price for the services, our Head Office in Wilton would be the assumed location.

4.2 Milestones

Payment milestones will be stipulated upon Purchase Order dependant on CPI's project requirements.

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