



Accelerate Development Programme



The aim of the **Accelerate Programme** is to support and develop you to progress your career to the level of Operations Manager/Deputy General Manager or consolidate your current skills and knowledge if you are already holding these positions before the end of this fifteen-month development programme. We aim recruit for the programme twice a year. (This may vary each year)

You will complete a short selection interview online to assess if you are ready to take the next step in your development. During the assessment process you will complete problem-solving activity and an interview.

Once you have been accepted on to the programme you will be assigned to a specific mentor that will take you through the DGM skills checklist in work.

You will also be assigned a mentor who will support your development and be able to offer advance and support on your development journey.

Learning & Development

All Accelerate Programme members will be supported via a blended approach to learning and will participate in the following monthly learning themes via the GROW programme portal -

- DGM Skills Training
- Off the job subject matter specialist workshops
- GROWonline Courses, Webinars and Workshops
- ILM level 4 modules

Monthly Themes

- Induction and self-awareness
- People strategy
- Positivity & resilience
- Leadership
- Building high performing teams
- Business metrics and managing change
- Communication & influence
- Sales and revenue
- Guest experience
- Finance
- Brand & product masterclass
- Compliance

The first five months:

- Attend the programme induction
- ILM registration
- Complete the monthly learning themes
- Attend face to face and online workshops
- Vlog a monthly review of activities and learning from that month
- Complete all task one actions from the DGM skills & knowledge checklist
- Complete a programme review at the 6-month stage with your GM

Next five months

- Complete the monthly learning themes
- Attend face to face and online workshops
- Support in company projects
- Vlog a monthly review of activities and learning from that month
- Complete all task one actions from the DGM skills & knowledge checklist

Final five months

- Continue with the monthly learning themes and vlogs
- Complete all task three actions from the DGM skills & knowledge checklist
- Final programme review with PDP development if you do not pass the programme (can be extended to a maximum of three months)

