

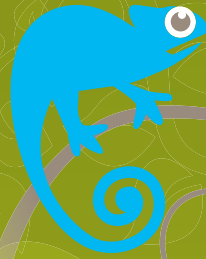
# EVOLVE

1 August 2008

“Life is change. Growth is optional. Choose wisely”

Karen Kaiser

[www.impromptultd.com](http://www.impromptultd.com)



making  
role play  
work

## Impromptu

It's not the strongest nor the most intelligent that survives. It is the one that is the most adaptable to change.

Charles Darwin



## Every Child Matters Impromptu puts something back

Impromptu has entered into a corporate social responsibility (CSR) project with Cumbria-based education charity Brathay Hall Trust.

Impromptu will support Brathay in delivering an innovative new National College for School Leadership (NCSL) Multi-Agency Team Development (MATD) Programme.

The objective of the MATD Programme is to develop team effectiveness and cohesiveness of multi-agency professionals and to establish them as communities of practice in achieving effective support for children and their families in local communities.

This leading edge, six-month long, programme seeks to foster greater trust, integration, collaboration and shared leadership in these critically important teams.

Under its CSR agreement Impromptu will provide professional role players on a not-for-profit basis to deliver forum theatre activity as

part of the programme. These interactive sessions are focused on bringing team working issues to life for the participants and to give them an opportunity to shape, discuss and reflect on the issues, challenges and dynamics of building effective multi-agency teams.

**“We decided to get involved with this programme on a not-for-profit basis because it gives us an opportunity to put something back. Importantly, this programme’s intentions are consistent with our own values and aspirations as an organisation, to help build better communities through enabling and developing people’s personal and team effectiveness.”**

**Steve Harvey, Director, Impromptu Ltd**



## A taste of things to come

Everything you wanted to know about role play but were afraid to ask! Impromptu recently held its first open day in Stafford.

The Impromptu team ran 3 interactive workshops demonstrating their approach to training and its benefits to individuals and organisations.

Attended by HR decision makers from organisations including Argos Direct, Fedex, Wincanton Screwfix and Staffordshire County Council the lively and entertaining day also provided an opportunity for personal learning.

For details about the next Impromptu event call 01785 221820.

## Judging the judges

Impromptu recently collaborated with the Judicial Appointments Commission on their latest intensive 3-week assessment and recruitment exercise for Recorders (part-time judges).

A team of 15 Impromptu role players supported JAC assessors across a range of jurisdictions – criminal, civil, family and chancery - consistently playing a variety of protagonists– barristers, complainants, key witnesses, defendants in simulated court cases.

A key requirement for the client was a team that combined legal understanding with experience of the assessment environment. Tony Bellringer, Assistant Director recognised the contribution of the Impromptu team;

**"The Impromptu team played a key role in the assessment of candidates in this large exercise. Their professionalism and dedication helped to ensure that all candidates were presented with a consistent level of challenge throughout."**

Tony Bellringer, Judicial Appointments Commission

## Continuing the legal theme

Over the past four years Impromptu has worked with two Crown Prosecution Service (CPS) regions to deliver successful role play based management development training and other bespoke solutions - for instance helping lawyers to develop their skills in giving pre-charge advice to police officers.

Now Impromptu has an exciting opportunity to work with a third CPS area on development activity across the entire management and staff team in this region. This is a long-term engagement where Impromptu will work in close collaboration with the area leadership to identify priorities for development and to plan appropriate interventions aimed at achieving further success for the organisation.

The process will be an iterative one and will almost certainly involve elements of training, coaching, consulting, meeting facilitation, team building and other events focusing on change and transformation.

## Quick catch up



### Impromptu Team in training

As part of our ongoing commitment to develop our team of professional role players and continually improve the quality of our service to clients we recently ran the latest in a series of training events.

A third of our team gave up a Saturday to explore what excellence in role play looks like and develop their individual skills.

**“The training day provided a great opportunity to work practically, develop shared understanding and improve my own skills as a role player”**

**Rina Mahoney**

### A new Compass direction

The Gilder Group of motor dealerships in the North East recently contracted with The Compass Partnership to supply specific training around issues arising out of, amongst other things, ‘Banter in the Workplace.’ Compass MD Sam Purvis was keen to have Impromptu role players involved following successful runs of work we have jointly completed with the Marshall Group and Citroen.

Happily the Gilder Group welcomed an opportunity to work practically with Compass and Impromptu and ‘Managing Teams within the Law’ was the result. This programme focused on HR case study issues that covered a variety of complex legal areas and was designed to build confidence across the Gilder management team in dealing appropriately and effectively with sensitive issues.

Following a now completed short run of work with Gilders the feedback has been excellent, and we are very much hoping to develop further opportunities to work with them in the future.

### Impromptu Role Player – Marathon Man

Congratulations to Dan Holt who successfully completed the London Marathon recently. Impromptu was delighted to sponsor Dan through the Danny Wiskin Memorial Award scheme and support him in his efforts to raise money for UNICEF.

Crossing the line in 3 hours 53 minutes is no mean feat for a first marathon, but it’s the fundraising that Dan is particularly delighted about;

*“Thank you to everyone who has supported me and the charity through this journey and thanks to Impromptu for all your help - I think the chameleon was a lucky mascot for me!”*

*At the time of writing I have raised over £1000 and counting. UNICEF will be using these funds for babies, children and families affected by HIV/AIDS. By my calculations around 1500 children (so far) will be given the healthy start in life everyone is entitled to.”*

More details about the Danny Wiskin Award at [www.impromptultd.com](http://www.impromptultd.com)

