



**Get the most from
IGD free learning to
support your people**

from **IGD**

In this guide...



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- 2** — See how to align your internal development plans with our programmes
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- 4** — Leverage IGD's industry networks and learning insight



Contact details the end of this guide



Five ways that our programmes can support your people strategy

1

Attracting diverse talent to build a pipeline

Our industry career talks, and volunteering opportunities enable you to put forward role models who can help attract and inspire new talent, as well as connect with others from industry and develop their own skills.

2

Boosting inductions for new starters

Use our New Starter and New Manager courses for those starting out in role.

Our PDF calendar can help your people plan time for their development.

3

Supporting motivation, satisfaction, retention

Our programme aims to inspire and boost confidence throughout a development journey.

In 2021, 91% of our learners said their experience contributed their development and felt inspired to think or do something differently.





Five ways that our programmes can support your people strategy

4

Inclusion and diversity

Our cross-company reverse mentoring programme creates a safe and collaborative space for leaders to hear the lived-in experiences of those from under-represented groups.

We also have on-demand resources that improve understanding and provide insight and highlight best to help businesses to be more inclusive.

5

Building external networks and gaining outside perspectives

In 2021, we brought thousands of people together from across the industry through our industry working groups, cross-company mentoring programmes, live events, and webinars.



How to align your development plans with our programmes

We know long-term visibility is key to helping you plan, align and promote opportunities internally.

We recommend

- ▶ Downloading our [calendar](#) to have visibility of what's coming up during the year ahead, the key audiences and learning outcomes for each programme
- ▶ Get in touch using the contact details at the end of this guide



3

Identify colleagues who are at a specific moment in time

New industry starters

We help those joining the industry better understand the broader landscape and build the skills they need most to make the best start to their career in our industry.

We recommend

- ▲ Include our **New Starter Skills** course within your induction and onboarding materials for those who are starting their first role, joining from a different industry or returning after a period away
- ▲ Connect us with the person who looks after early careers in your organisation. For large groups we can hold places in advances and make it easy to register your cohort
- ▲ Facilitate shared learning and internal networking by connecting colleagues who are taking part together

FIND OUT MORE



3

Identify colleagues who are at a specific moment in time

New to people management

We support people who are new or aspiring to become managers to understand what it means to take the step up and give them tools to create an environment in which their teams can grow, develop and thrive.

We recommend

- ▲ Include our **New Manager Skills** course details within your internal planning documents to give Directors and Heads of visibility of upcoming opportunities and help their managers make time for development.
- ▲ Facilitate shared learning and internal networking by connecting colleagues who are taking part together

FIND OUT MORE



Contact details the end of this guide

4

Leverage IGD's industry networks and learning insight

L&D Network

This is a unique opportunity for Heads of L&D to meet regularly and discuss the key skills, challenges and priorities impacting the food and consumer goods workforce.

It's also a great way to gather industry intelligence on learning, build collective best practice and gain an industry benchmark.

We recommend

- ▶ Let us know if you are interested in joining the network by getting in touch using the contact details at the end of this guide



Stay connected



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