



BE A LEADER,

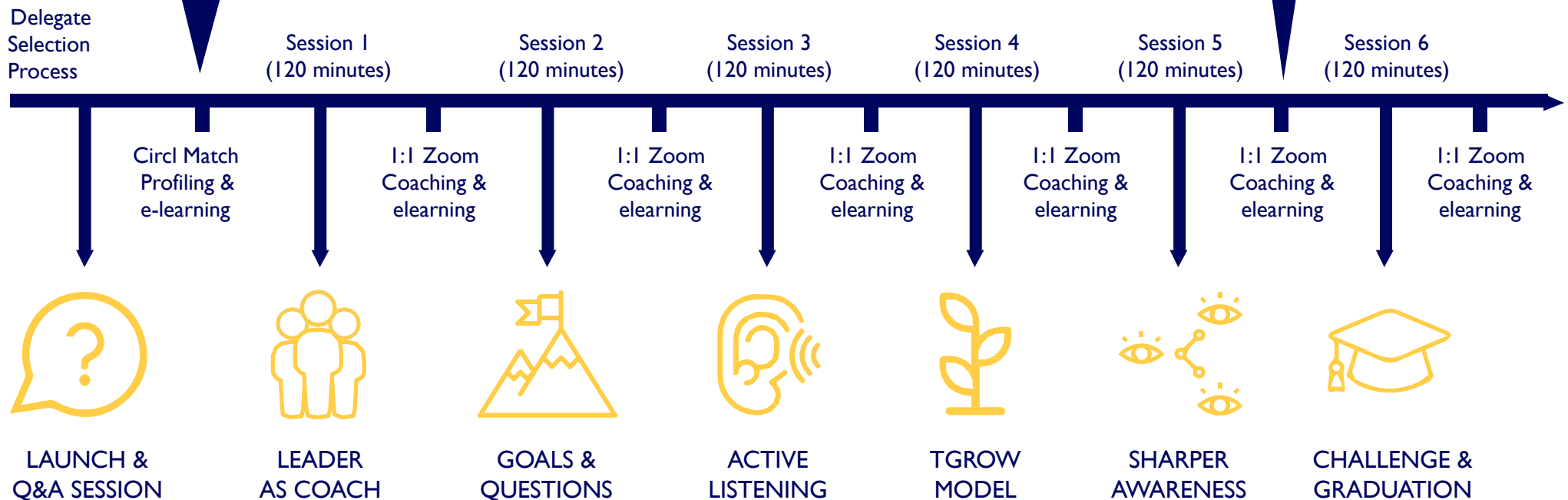
BUILD A LEADER

PROGRAMME IMPACT REPORT FEBRUARY 2022 – MAY 2022

HOW THE PROGRAMME WORKS

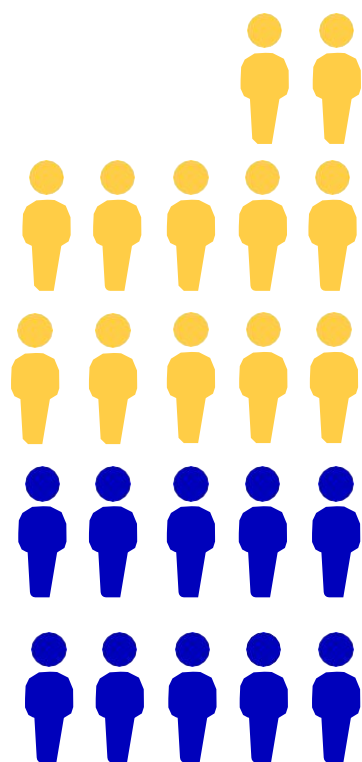
An inspiring professional is matched 1:1 with an under-represented young adult throughout the Circl Leadership Programme.

Knowledge Retention & Assessment: We test participants' knowledge of the topics covered on the programme through regular e-Learning modules, to help embed learning and track progress.



Each session focuses on effective interpersonal communication and using the coach approach to build trust with different types of people

HALLMARK & FUTURE LEADERS



10 Hallmark Foundation & partners professionals

12 Future leaders completed the programme

70
1:1 sessions between professionals and their Circl Match

20
Hours of training for each professional and each future leader



440

Total hours of training for All participants



plus
a future face-to-face graduation when possible*

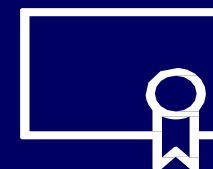
Learning and practicing core coaching skills including:

Asking questions

Active Listening

Observation

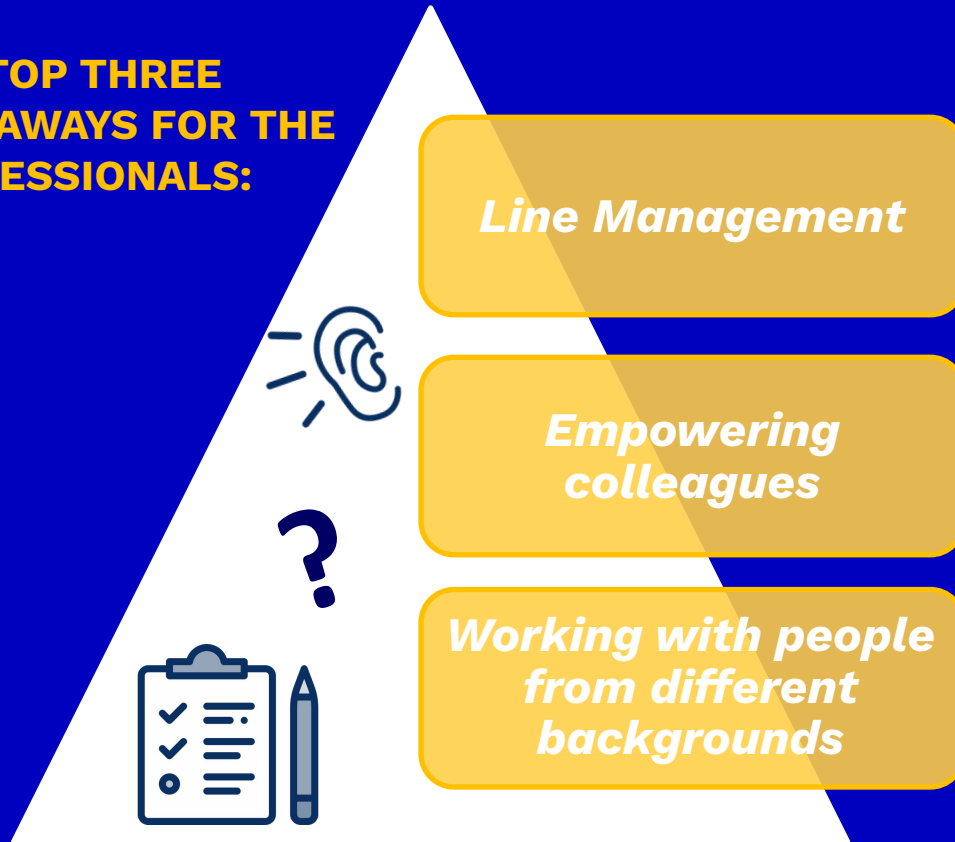
Providing challenge



They earnt a coaching skills certificate recognised by the Association for Coaching.

WHAT DID THE PROFESSIONALS LEARN?

**THE TOP THREE
TAKEAWAYS FOR THE
PROFESSIONALS:**



100%

*of professionals highlighted the
Circl programme helped them
become a more inclusive leader*

100% NPS

How has the Circl programme made you a more inclusive leader?
“I ensure I involve more team members with ideas and decision making.”
“Better relationships, better conversations.”

HOW THE PROFESSIONALS ARE USING THEIR COACHING SKILLS

“I’m a more all rounded leader, confident, and empowering to my team and colleagues. Very powerful, very quickly.”

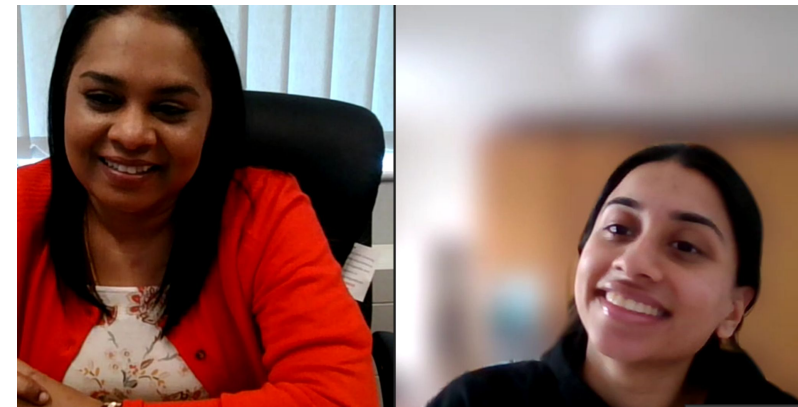
100% of colleagues* reported **notable improvement** in the communication and leadership skills of those who took part in the Circl programme.

“Greater confidence. The individual can more seamlessly adapt into new role and associated leadership responsibilities.” - Line Manager of Programme Participant.

“The individual is going through a period of promotion and the programme has helped enormously with the transition process. And has accelerated the development of core soft skills.” - Line Manager of Programme Participant.

100% of professionals believe doing the programme **together with their colleagues** has had a **positive impact** on the **culture of their team and work**

“Self development, but mainly the TGROW for me has helped me get the best out of people which shows a good leader.” - Professional



ACHIEVING SOCIAL IMPACT FOR FUTURE LEADERS

All future leaders on the programme are considered to be from a disadvantaged background

THE TOP THREE TAKEAWAYS FOR THE FUTURE LEADERS:



Active listening

*Confidence in a
professional
environment*

Self- awareness

100%

*of future leaders now feel more
confident when meeting new
people*

75% NPS

“I have learnt how to be a better listener and how this can improve the way people see and respond to you. I have also learnt the importance of letting others find their own solutions so they can feel fulfilled and you can also set boundaries.”

*Evidence shows that 4 or MORE memorable interactions with a professional reduce young people's chances of becoming NEET (not in employment, education or training).**

*<https://impetus.org.uk/assets/publications/Youth-Jobs-Gap-The-Long-Term-NEET-Population.pdf>

HOW DID FUTURE LEADERS FIND WORKING WITH HALLMARK PROFESSIONALS?

Both professionals and future leaders **really enjoyed learning together and being treated as equals** on the programme.



“Being matched with x - someone older has allowed me to have a new relation in my life - I am able to gain advice from someone wiser who comes from a similar background and has similar personality traits from me. I was able to see her growth, as well as mine.” – Future Leader

“Immensely powerful and validating relationship... working and supporting each other together...so rewarding and illuminating.

The match has been such a key element for my learning, for their learning, for belief and confidence, for effective skills practice and evidencing and development.” – Professional



“Everything! I really enjoyed working with Hallmark (everyone was lovely) and the facilitators (Dina, Ingrid and Sarah) were so lovely and make every session fun!” – Future Leader

THE CIRCL JOURNEY

