

Case Study

BAE Submarine Solutions Group

VT Flagship designs tailored Leadership & Management Development programme for graduates



The Client

As the largest defence company in Europe, BAE Systems has an order book of over £50 billion and employs 90,000 people. BAE Submarine Solutions Group is a key component of BAE Systems' naval capability and is regarded as a submarine centre of excellence.

The Submarines business unit employs 3,300 people and its main office is located in Barrow in Furness, Cumbria. This location houses the Devonshire Dock Hall where the new ASTUTE class of submarines are being constructed.

The Challenge

BAE Submarine Solutions Group required a tailored Leadership and Management Development training programme to develop the skills that its graduate trainees would require as they progressed through their careers. Although there were many training providers offering team-building courses, there was a shortage of comprehensive training programmes designed for a graduate audience.

BAE Submarine Solutions Group approached VT Flagship for a bespoke programme capable of accommodating 32 graduates each year drawn from a cross section of backgrounds, ranging from commercial to engineering disciplines.

Through VT Flagship's unique partnering arrangement with the Royal Navy, we were able to design a tailored programme, drawing upon elements of their Command Leadership and Management Course.

Against a challenging deadline, VT Flagship created an 11 day training programme tailored to the needs of graduates working within a commercial organisation.

“Feedback from the graduates suggests that the course totally exceeded their expectations... All of them have changed in some way as a result of attending, benefitting themselves and the business.”

**Martin Pulford - Engineering Training Manager
BAE Submarine Solutions Group**



How VT Flagship Helped

- VT Flagship’s subject matter experts developed a new course for the graduates, liaising with BAE Systems throughout the planning process to ensure it met their particular learning objectives. The course drew upon the Royal Navy’s well respected training and included additional modules to make the training relevant for a commercial audience
- The 11 day programme was designed and delivered by VT Flagship, using the Royal Navy’s facilities at the Maritime Warfare School, HMS Collingwood in Hampshire. In addition to classroom based learning, the training also included many practical elements giving the graduates an immediate opportunity to put the learning into practice. The programme included three nights under canvas in the Brecon Beacons, an assault course, daily runs, rope climbing and other team-building activities
- To make sure Health and Safety issues were properly addressed, a full risk assessment was conducted by VT Flagship’s instructors to cover both the on-site activities and the training at the Royal Navy’s Outdoor Leadership Centre at Tal-Y-Bont in the Brecon Beacons

The End Result

- The training programme received very positive feedback from the graduate trainees and the BAE Submarine Solutions Group management team. The Managing Director, Murray Easton, who visited the trainees during their programme, commented: ‘It was extremely beneficial to see at first hand the huge progress that our graduates made with the care of VT Flagship’
- The specific objectives and learning outcomes for the graduate training programme were achieved and BAE Submarine Solutions Group plan to repeat the training with a new intake of graduate trainees
- As the programme is accredited by the Institute of Leadership & Management, it enabled the graduates who were pursuing accreditation, for example in CEng or CIPD, to gain the required competencies
- Each graduate received a final interview and assessment report from VT Flagship. The assessment reports provided detailed feedback which was used as part of the graduates’ performance and development reviews when they returned to the workplace
- Other commercial customers have shown an interest in the programme and an adapted version has already been commissioned by an organisation for their graduates