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MAP Assessment & the British Racing School Management Academy

Jockey Club Racecourses has launched the 'Jockey Club Racecourses Academy' with its first course developed and delivered by The Peplow Group with the help of DPG's MAP Assessment tool. The academy will provide a specialised training programme for selected individuals in key management positions within the organisation.

The initiative is being developed in conjunction with the British Racing School at Newmarket and the bespoke training programme focussing on the development of managers and implementing change in business.

Thirteen employees have been selected for the inaugural course at the Jockey Club Racecourses Academy. The programme, which will be based at the British Racing School, will be spread over a period of 12 months and will involve 10 days of training and development covering objective assessment of individual needs, team and innovation days, workshops and personal coaching. The aim of the programme is to provide a tailored and measurable means of improving the performance of managers and what they can contribute to Jockey Club Racecourses.

"We are proud to be running the British Racing School Management Academy in Newmarket. Our first client, Jockey Club Racecourses started their programme by being assessed using MAP Assessment. The candidates are middle managers from across the organisation who aspire to be Managing Director's of Race Courses. It was essential to find each individual's level of knowledge and understanding before starting their development and as usual MAP Assessment delivered the required results. The programme runs for 12 months, includes workshops, self-study, coaching and team work and will lead to reassessment using MAP Assessment in December," said Peter Burnet, managing director of The Peplow Group.



Paul Fisher, the Chief Operating Officer of Jockey Club Racecourses said:

"The Academy's training programme is intended to develop the skills of some of our most promising employees, instilling greater confidence in our Managers and their teams, thereby bringing improved results across the group. The development of our staff, and in particular our Managers, is key to the long term success of the group.

He added: "The Racing School have played an integral role in the development of the initiative and it is entirely appropriate that the Academy is to be based there. We are also looking forward to working with The Peplow Group who have developed a programme specifically for our employees in the racing business and who have implemented comparable training courses in other sectors with considerable success."

The programme will involve 10 days of training for the 13 individuals spread over 12 months and will include:

- An initial assessment to identify individual needs using MAP Assessment
- A team and innovation day
- A series of 3 workshops tailored to individual needs
- Personal coaching
- Self study
- Reassessment and feedback using MAP Assessment again

The British Racing School is the main provider of staff training to the racing industry. The school offers a wide range of courses from the stable staff programme to management training. It has been at the forefront of developing new training for the industry and the Jockey Club Racecourse initiative is the latest one to come to fruition.

The Peplow Group aim to deliver positive business change through the development of key managers and leaders. Their Clients range from small organisations with as few as 20 employees, to the UK based subsidiaries of several global players. The emphasis is on encouraging involvement and using a blend of common sense and best practice.

MAP Assessment is a management assessment and development tool which is being used by over 14,000 UK and 150,000 managers worldwide. MAP Assessment provides accurate assessments based on individual



manager's true managerial competence. This has been independently validated and a full validation report is available on request.

MAP Assessment is delivered by DPG plc in the UK and is fast becoming the management assessment and development system chosen by organisations because it is the only objective tool that measures the competence of managers. It is not influenced or affected by any personal opinions or prior knowledge, making MAP Assessment truly objective.

Find out more about how MAP Assessment will bring real business benefits to your organisation by contacting:

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