



keystone

Helping people and
organisations succeed together



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CONTENTS

Why Keystone

Our values

We're on a mission

What we do

Mini case studies

Get in touch



WHY KEYSTONE



Founded in 2005, Keystone quickly gained a strong reputation as a training provider that specialises in growing people's potential and performance. Today, we partner with clients in a wide range of sectors to design and deliver organisation and people development solutions. We have extensive experience working with all levels of managers and leaders from front line

to senior. We are accredited with the Chartered Management Institute (CMI) and ILM, and we are an Approved Training Organisation (ATO) with CITB .

OUR VALUES



Uniqueness

Organisations and people are unique. Our solutions always reflect this.



Creativity

Our creative approach is focused on unlocking potential in everyone.



Partnership

We understand that transformational results are achieved through partnerships built on trust.



Excellence

We consistently focus on high quality and standards to achieve the best results for our partners.

“This dynamic training gave me space to practise, make mistakes safely, and improve decision making. It reduced stress, boosted productivity, and had a direct impact on morale.”

VP, HR & Corporate Services, Global client



WE'RE ON A MISSION

70%

of people report not having mastery of the skills they need to perform in their roles.

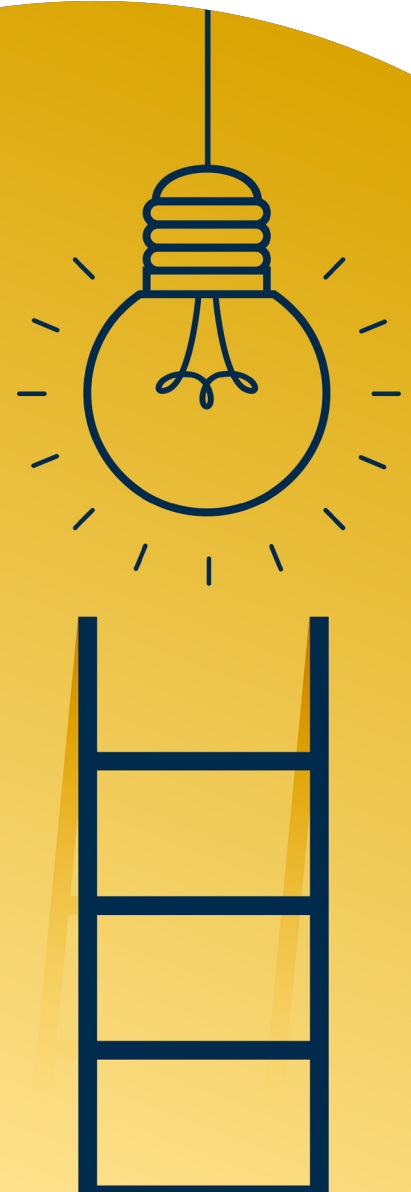
12%

of learners say they apply the skills from the training they receive to their job.

38%

of HR managers believe that their learning programmes meet their employees' needs.

At Keystone, we use engaging and interactive training based on behavioural science to ensure learning is relevant, applied at work, and delivers a return on Investment.



WHAT WE DO



Leadership and management development



Accredited qualifications



Culture and wellbeing



Personal development



Safety leadership



Digital learning solutions



Team development



Bespoke solutions



Drama-based learning



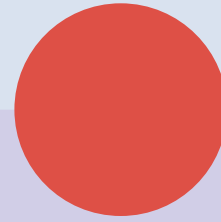


OUR 4E MODEL



Engage

Our learning is designed to meet the needs and interests of your delegates so it is relevant and engaging. We build 1-2-1 relationships for a learner-centred experience which uncovers what each person wants to achieve so we can remove any barriers to their full commitment.



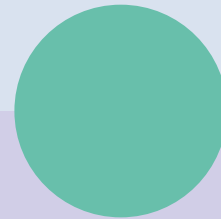
Energise

Our facilitators use high impact learning methods such as drama-based learning, business simulation activities, scenarios, discussions, feedback, coaching, and problem-solving exercises.



Embed

We facilitate a safe learning environment in which delegates can practise their new skills to build confidence and capability. We deliver the skills and tools delegates need to have in place to embed and sustain the change back at work.



Evaluate

Evaluation is focused on what delegates have learned and the difference this has made to on-the-job performance and their wider contribution to your organisation's success. We work with you to demonstrate the impact and return on investment.

MINI CASE STUDY 1



Liaison
Group

Passport to success is now central to how we grow people and spread excellence.

Claire Hughes, Liaison

The Challenge

Liaison Group wanted every line manager to lead confidently, consistently, and in line with company values.

The Solution

A two-part development journey - Passport to Success 1 and 2 - codesigned with managers.

Delivery approach

- Regional workshops
- Line manager involvement
- Ongoing peer learning
- Backed by senior leaders

What made it different

- Co-created content via manager focus groups.
- Fully embedded into onboarding for people managers.

Impact

- Fewer employee relations cases
- Increased internal mobility
- More confident performance conversations
- Stronger cross-team collaboration
- Culture shift: managers now drive their own development

We asked managers what they wanted to learn. Then we designed the programme with them. That way, they know it's for them.

CLIENT TESTIMONIAL

“We really believe in helping our people grow, and that helps Liaison Group grow too. Passport to Success started as a training programme, but it’s become so much more than that. It’s now central to how we help people develop, unlock their potential, and spread excellence throughout the company. Whether someone’s just starting out or moving into leadership, we’re committed to giving everyone the tools, skills, and confidence they need to succeed.



MINI CASE STUDY 2

ascom

We needed a global programme to build the leadership pipeline for Ascom.

Megha Goel, Ascom

The Opportunity

A chance for Ascom to bring greater consistency and strategic alignment to leadership development.

The Solution

A two-year, multi-touchpoint journey for leadership talent across the business, built around Ascom's leadership competencies.

Designed for Impact

- Momentum sustained through feedback loops and line manager involvement
- Business alignment prioritised from the start

What made it different

- Blended, paced modules focused on critical themes.
- Built-in sustainability: 1-2-1 and group coaching, project work, accountability groups.
- Executive access: CEO breakfasts, CHRO espresso sessions, senior leader visibility.

Impact

- 25% of participants promoted within a year
- Tangible behaviour change, greater ownership
- Enthusiastic sharing or learning across regions
- Integration with succession and development planning

Leadership development doesn't start with content. It starts with clarity - clarity on the business outcomes we need to achieve.

CLIENT TESTIMONIAL

Unleash Leadership is more than a programme. It's a strategic lever for cultural change and business readiness. And it's fast becoming the benchmark for what good leadership looks like at Ascom.



MINI CASE STUDY 3



We'd never had such good feedback from any training before.

Libby Rowsell, Central Group

The Opportunity

To equip technically-skilled Contract Managers with the leadership skills to succeed in Central Group, a growing business.

The Solution

We co-designed a 3-day programme delivered across six weeks. Each session built on the last, giving space for reflection and application.

CITB-funded

Thanks to CITB levy funding, the programme was delivered at no cost to Central Group - an option available to any qualifying construction firm.

What made it different

- Real play (not role play), using actual workplace scenarios and our expert actor-facilitators.
- Hands-on facilitation by our experienced trainer.
- Immediate application of new skills and behaviours through support to take the learning back to work.

Impact

- Managers now proactively contact HR for advice.
- Improved structure and compliance in reporting processes, performance reviews, and general management practices.
- Less reliance on directors to resolve operational issues.

We loved the co-design. There's no point going to a training session if it's not relevant to your business.

CLIENT TESTIMONIAL

The programme was highly tailored, making it feel like a Central Group experience, not a generic course. The Real Play scenarios using actual work-based challenges were cited as one of the most effective and well-received parts of the programme. The training has provided vital support for us as a rapidly scaling business and supports our commitment to training being a strategic priority.





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