



keystone

Helping people and
organisations succeed together



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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.



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.





“

Keystone is essentially the best learning provider we have worked with. They lead us to a solution that is beyond what we had originally anticipated.

The highest form of recommendation we can give is that from Executive Board to training participant level, everyone sees the value, return on investment and the cost effectiveness of working with Keystone. I cannot recommend them highly enough.

Michael Smyth, Group HR Director, GRAHAM Construction

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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

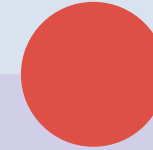


OUR 4E MODEL



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



“Passport to Success is now central to how we grow people and spread excellence.”

Claire Hughes, Liaison Group

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 - co-designed with managers.

Delivery approach

- Regional workshops with immersive activities
- Actor-led simulations for courageous conversations
- Ongoing peer learning and cohort connection
- Line manager involvement and post-session impact sharing

- Backed by senior leaders across the business

- Culture shift: managers now drive their own development

What made it different

- Co-created with managers via focus groups
- Integrated drama-based learning for realism and emotional impact
- Embedded into onboarding and manager development culture
- Reflects Liaison's values and inclusive leadership aspirations

Impact

- Fewer employee relations cases
- Increased internal mobility
- More confident performance conversations
- Stronger cross-team collaboration

When people help shape their own learning, they don't just take part – they take ownership. That's why our programmes stick.

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. ”

Claire Hughes, Liaison Group



MINI CASE STUDY 2



ascom

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

Global Talent Manager, 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 of learning across regions
- Integration with succession and development planning

Great leadership isn't built on theory – it's built on understanding the behaviours that shape culture, performance, and results.

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.”

Global Talent Manager, 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.”

Libby Roswell, Central Group





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Get in touch

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