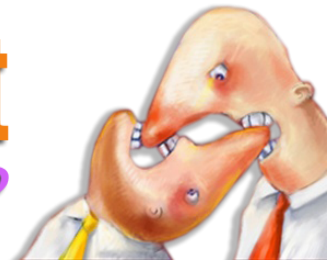


# Transform Conflict

## *Why can't we all just get along?*



### Summary of the Leadership and Management Offer

#### The Grant:

- A grant is available to support the training and development of up to 7 leaders/key managers in organisations employing between 5 and 249 people, and 6 leaders/key managers in organisations employing between 250 – 999 employees
- The maximum any one business with 5 – 249 employees can receive is £7,000 of grant support
- The maximum any one business with 250 -999 employees can receive is £6000
- The first £500 of each £1,000 of grant support to the business shall not require match funding and must benefit the leader/key manager.
- The remaining grant must be match funded by the employer.
- No individual manager can receive more than £1,000 of grant support.
- Where the grant is being used to support HEFCE funded HE provision it is essential that the grant money is match funded in its entirety, £1000 grant/£1000 match funding (this applies to Foundation Degrees, Degrees, MBAs, Post-grad certificates/diplomas, Masters)

#### The Funding and Eligibility Criteria

Please use the following criteria to confirm if the business qualifies for the funding:

- The company employs between 5 and 999 people
- The leaders/key managers who require funding are based in the North West  
*(Where only part of a company is based in the NW, but the total number of employees across the UK is still less than 999, then the following applies:  
Managers based in the NW business units will be eligible for NWDA L&M funding. The size of these units should be at least 5 employees. Individual managers who live in the NW but are based in business units outside the region will not qualify. It would not be acceptable for managers based in other regions to benefit from this offer under any circumstances.  
If the total size of a group of companies is more than 1000 it is possible for subsidiaries of a group based in the NW to qualify. This is only acceptable where these subsidiaries are "acting independently" and where they can demonstrate that separate financial accounts are maintained. If the subsidiary concerned is simply acting as a profit centre then the whole group will be deemed ineligible. In order for subsidiaries to qualify, the exact nature of the organisational relationship requires confirmation from the "parent group" including confirmation of separate financial accounts)*
- The leader/senior manager must not have previously accessed Leadership & Management Funding.
- Has anybody else in the company received Leadership & Management Funding?
- If yes, who and how much did they access?  
*(If yes, then that individual will not be eligible for the current L&M offer, however if there are other leaders/senior managers in the company who have not previously benefitted from L&M funding then they would be eligible providing they meet the criteria)*

- If the client has already identified a course/training, do they have a start date?  
*(Please note: if the start date for the course/training has already passed then the funding cannot be backdated and the client won't be eligible for funding. The client has 90 days from the date the PDP is signed to commence the development activity. If the start date of the identified development activity(s) is more than 90 days away then the Broker would need to arrange to complete the PDP nearer to the start date of the course).*
- The client is willing to undertake an initial diagnostic assessment.
- The client is willing to agree to develop and fulfil a Personal Development Plan.
- The client is willing to undertake identified development activities within a given timescale.
- The client is willing to contribute to the review and evaluation process.

**Exclusions:**

The grant can be used to support learning and development activity identified on the PDP. Specific exclusions will include membership fees, travel, subsistence, statutory training, mandatory training, accreditation, capital equipment, employer contributions to other LSC or ESF funding streams and accommodation costs.