

Development Resources Catalogue

Organisation: Northbridge Advisory Partners **Maintained By:** L&D Manager, People Development **Last Updated:** Current resources catalogue version

Source: HRIS extract + manual additions

Note from the HRIS Administrator: This catalogue was last refreshed in the most recent L&D review cycle. Some programmes listed may have changed intake dates or been discontinued since the last catalogue review. Confirm availability with the L&D Manager before including in any development plan.

Formal Training Programmes

Programme ID	Programme Name	Provider	Format	Duration	Availability	Relevant Capability Areas
FT-01	Executive Presence & Stakeholder Communication	External (Meridian Leadership Group)	In-person workshop, 2 days	16 hours	Next intake: TBC with L&D; limited to 12 seats per cohort	Executive Communication, Stakeholder Management
FT-02	Commercial Acumen for Consultants	Internal (Northbridge L&D)	Virtual instructor-led, 4 half-day modules	16 hours	Rolling enrolment; next cohort start confirmed with L&D	Proposal Writing, Client Management, Commercial Awareness
FT-03	Advanced Data Storytelling	External (DataViz Academy)	Online self-paced	10 hours	Always available; licence renewed annually	Data Presentation, Executive Communication
FT-04	Professional Services Selling Skills	Internal (Northbridge L&D)	In-person, 1 day	8 hours	Discontinued after recent restructure — listed pending removal	Business Development, Proposal Writing
FT-05	Coaching Skills for Senior Consultants	External (Meridian Leadership Group)	Virtual, 3 half-day modules	12 hours	Next intake: TBC with L&D	Coaching, Knowledge Transfer, Mentoring

Coaching & Mentoring Options

Option ID	Option Name	Format	Typical Duration	Eligibility	Notes
CM-01	Senior Leader Coaching (1:1)	Six fortnightly sessions with an assigned senior leader	3 months	Senior Consultant and above	Matched by L&D Manager; current wait list is approximately 6 weeks
CM-02	Peer Mentoring Circles	Monthly group session (6–8 participants) facilitated by L&D	Ongoing	All levels	Ongoing programme; attendance has been inconsistent across practices
CM-03	External Executive Coach	Eight sessions over 4 months with a certified external coach	4 months	Principal Consultant and above, or by exception with HR Director approval	Budget approval required; not available under standard development allocation approval

Stretch Assignments & On-the-Job Options

Option ID	Option Name	Format	Typical Duration	Availability	Notes
SA-01	Proposal Co-Author Programme	Named contributor role on 2 client proposals under senior guidance	2–3 months	Dependent on active pipeline; coordinated through Talent Acquisition Lead and Practice Heads	New programme; process still being formalised by the HR Director
SA-02	Cross-Practice Secondment (Short-Term)	4-week embedded placement in another practice area	4 weeks	Subject to manager approval and receiving practice capacity	Limited uptake historically — low completion count to date

Option ID	Option Name	Format	Typical Duration	Availability	Notes
SA-03	Client Steering Presentation Rotation	Deliver 2–3 steering updates under observation by a senior engagement lead	6–8 weeks	Depends on active engagements; arranged by Practice Head	Informal — no standard process documented

Self-Directed & Peer Learning

Option ID	Option Name	Format	Typical Duration	Availability	Notes
SD-01	Northbridge Knowledge Hub	Internal wiki with case studies, playbooks, and templates	Ongoing	All employees	Content quality varies; last content audit was in the prior L&D review cycle
SD-02	Community of Practice Sessions	Monthly cross-practice knowledge-sharing sessions	1 hour per session	Open to all; schedule published quarterly	Data & AI Advisory hosts one session per quarter; other practices participate irregularly
SD-03	LinkedIn Learning Enterprise	Full library access via SSO	Self-paced	All employees	Usage data shows 23% activation across the firm; no completion tracking in HRIS