ASPIRE 2021 - PROGRAMME INDUCTION

6th September 2021

BARRATT DEVELOPMENTS PLC

Saviours Place, Warrington

AGENDA

11am – 12:30pm	- Introductions and Icebreaker - Programme Overview
12:30pm – 1:15pm	- Lunch
1:15pm – 4pm	- Interpreting your OPQ - Learning Styles Questionnaire - Individual Action Planning - Q&A - Close

INTRODUCTIONS AND ICEBREAKER

Introduce yourself and answer:

- What was the first piece of music bought or downloaded?
- What would your dream holiday look like?
- Who would you invite out for dinner?
- What do you do to relax and unwind?
- What skill would you love to have?
- What did you have for breakfast?

COMPANY OVERVIEW

BARRATT DEVELOPMENTS PLC

New Lubbesthorpe, Leicester

THE ASPIRE PROGRAMME

BARRATT DEVELOPMENTS PLC

New Lubbesthorpe, Leicester

ASPIRE PROGRAMME

- Brings new talent into our business
- Grows our talent pipeline for the future
- Provides you with an excellent grounding in the housebuilding arena
- Develops you as rounded professionals
- Industry-leading

theguardian UK 300

FINALIST Graduate Employer of the Year TARGETjobs 2016 NATIONAL GRADUATE RECRUITMENT AWARDS

The JobCrowd TOP COMPANIES FOR GRADUATES TO WORK FOR 2018/19

ASPIRE PROGRAMME – SO FAR

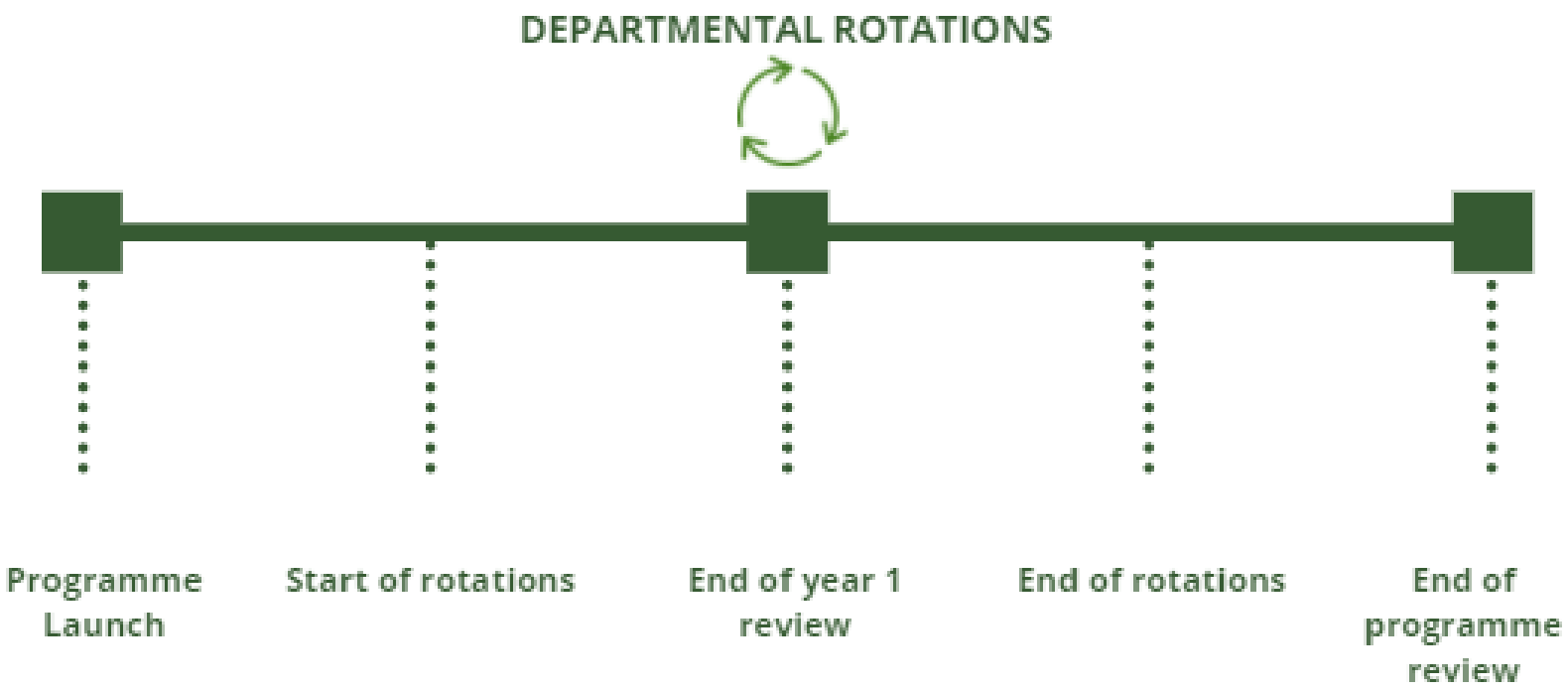
190 graduates have completed the ASPIRE programme since we launched it in 2007 (including lots of award winners!)

ASPIRE PROGRAMME – SO FAR

6 Divisional Director appointments. 54% of those 1 year or more off programme in Manager or Director positions

BARRATT DEVELOPMENTS PLC

ASPIRE PROGRAMME - OVERVIEW



ASPIRE PROGRAMME – DEVELOPMENT MODULES

YEAR 1 DEVELOPMENT MODULES

- ASPIRE Launch
- Personal Growth
- Project Management
- Building High Performance Teams

YEAR 1 GROUP FUNCTIONAL MEETINGS

- Group Design and Technical
- Group H&S and IT
- Group Sales and Marketing

YEAR 2 DEVELOPMENT MODULES

- Building Financial Success
- Influence, Communication and Presentations
- Becoming a Leader
- End of Programme

YEAR 2 GROUP FUNCTIONAL MEETINGS

- Group HR
- Barratt Partnerships and Corporate Sustainability

ASPIRE PROGRAMME - ROTATIONS

- 6 departments (Land, Technical, Commercial, Construction, Sales and Finance).
- 8 weeks
- Learning objectives (found within your development folder)
- Opportunity to network
- Mentor review at the end of each rotation

ASPIRE PROGRAMME - ROTATIONS

Sourcing of Land and Land Appraisal

This section should take you around 3 weeks to complete. It covers effective appraisal and sourcing of land opportunities within the operating area. You'll have the opportunity to source a 'real' land opportunity (the site will not be theoretical), develop relationships with key stakeholders such as agents and landowners, use land search tools such as ABI and effectively make an initial appraisal and valuation of a land opportunity.

Objectives

Evaluate the process that needs to be undertaken to create a workable and practical land opportunity. You should be able to identify a land opportunity and make an appraisal of the site in terms of location, planning policy and history, initial land value and potential market demand.

Activities

Sourcing of an appropriate 'real' land opportunity and production of an initial land appraisal, covering location, planning policy, market demand/sales, competitors, proposed product, overview of local land values and initial value recommendation. (NB: this is an initial land value recommendation only and will be subjected to full costing). Evaluate the risk profile of the site in accordance with the most up to date Group Hurdle Rates.

Knowledge Check

1. How to identify land opportunities via agents, a local authority's Local Plan, planning application searches and interaction with landowners
2. Constructing a contact list including agents, landowners and other stakeholders
3. Learn the stages of land appraisal including market appraisal, layout preparation, sales revenue etc.
4. Grasp of local land values
5. Understanding of Group Hurdle Rates

Planning

This short section covers the planning process (both strategic and immediate). You will have the opportunity to develop your ability in basic areas of planning procedure and law.

Objectives

Understand the land viability process and gain practical experience by producing a land viability.

Activities

Produce a suitable planning appraisal for a 'theoretical' site, evaluating planning status, policy context and potential planning constraints, followed by a recommendation.

Knowledge Check

1. Understanding of the Local Plan process
2. Council Local Plan review using proposals map and written statement
3. Planning application/history search
4. Basic planning law (Planning Act 2008, Town and Country Planning Act 1990, Housing and Planning Act 2016) overview
5. Review of additional planning policy tools at the national, regional and local level e.g. ** NPPF and material considerations such as SHLAAs, , DPD'S, SPD's and SHMAs
6. Complete a planning report on a site following a review of relevant planning information and make a recommendation on a planning strategy for the site.
7. Liaise with internal planning department, external planning consultants and other key stakeholders
8. Linked to '6' above, an understanding of the Local Authority Planning Application procedure i.e. Outline and Reserved Matters Applications, Full Planning Applications, pre application meetings, S106 (or Scottish equivalent) negotiations and Planning Committee meetings
9. An understanding of the Government's Localism agenda; community consultations via public exhibitions, workshops etc. related to 6 & 7 above
10. An understanding of promotion of strategic land via the Local Plan process;
11. Understand the different planning appeal processes; Written Representations, Hearings and Enquiries
12. You should develop an understanding of Local Authorities in different parts of the operating area
13. Understand the difference between Section 106 agreements and CIL

ASPIRE PROGRAMME – MENTOR REVIEWS

Rotation reviews

Complete rotation

Complete Learning Log Review form

Mentor review

Share with L&D Manager

End of year reviews

- Form provided by Talent Team
- Opportunity to reflect on performance to date and plan for the future

BARRATT DEVELOPMENTS PLC

ASPIRE PROGRAMME – MENTOR REVIEWS

Graduate Learning Log/Mentor & Coach Review Form

(To be completed by you)

What was the learning experience (i.e. which rotation/development module)?

What did I learn?

How well (or badly) did it go?

What will I do differently next time?

What have I achieved?

What have I learned about myself?

How have I/will I put my learning into practice?

Summary of the learning experience/rotation (Completed by you)

Summary from Divisional Director (Coach) (To be completed at end of rotation/or review)
Please include areas of strength, along with any outstanding development needs in this area

BARRATT DEVELOPMENTS PLC

ASPIRE PROGRAMME – MENTOR REVIEWS

Mentor Comments

(To be completed during the end of rotation review meeting with both graduate and mentor present)

Areas of Strength (in general and as highlighted from rotation)

1.

2.

3.

Areas for Development (in general and as highlighted from rotation)

1.

2.

3.

Discussion about Year 2 Discipline Choice
(With regards to completed/future rotations and discipline choice at this stage)

Setting of 3 projects/objectives/areas of responsibility for the next rotation
(Projects that add value to the business/Related to learning about the business. Set with timeframes: SMART)

1.

2.

3.

Review of current set projects/objectives/areas of responsibility

Development activities for next rotation
(Either technical or personal)

Bi-monthly Rating Summary (of completed rotation)

Outstanding. Performance is consistently outstanding in all areas		**Exceeds.** Performance exceeds expectations in most areas		**Good.** Performance is consistently good, meeting expectations in majority of areas	
Development. Performance is below expected levels in some areas and specific development can be identified (may also be new to role)		**Unacceptable.** Performance is significantly below expected levels in majority of areas. Not responding to development provided.		**Too new to assess.** Has been in role less than 3 months	

Further Comments from Managing Director (Mentor)

Name of Graduate:

Mentor's Name:

Mentor's Signature:

Most recent Graduate Rotation:

Date:

BARRATT DEVELOPMENTS PLC

ASPIRE PROGRAMME – EXPECTATIONS OF YOU

- Ask questions
- Deliver solutions
- Make an impact
- Get involved
- Learn, learn, learn
- Grasp opportunities
- Treat it like a real job
- Let us know how its going

BARRATT DEVELOPMENTS PLC

OPQ SESSION

BARRATT
DEVELOPMENTS PLC

New Lubbesthorpe, Leicester

OCCUPATIONAL PERSONALITY QUESTIONNAIRE - OPQ

- We will now complete a group feedback session to help you interpret your OPQ reports
- The OPQ report is a tool used to understand how behavioural styles will impact your performance in the workplace.
- These reports would normally be used as part of the recruitment process, so you are being given access to more information than usual
- The purpose of this session is to help you recognize individual personality/behavioural tendencies, and to reflect upon when these might be helpful/not so helpful during your time on the programme.

OPQ

- You will be given 2 reports:

1. **Candidate report** — Provides feedback about the analysis of the questionnaire that you completed

2. **Profile** — Provides the raw data indicating scores against each personality area examined in the self-assessment

OPQ

Areas covered by the questionnaire:

Relationships with People
- Influence
- Sociability
- Empathy

Thinking Style
- Analysis
- Creativity & Change
- Structure

Feelings and Emotions
- Emotion
- Dynamism

OPQ

Individually – 30 mins

Spend some time reading through your reports and write some notes on the following:

- How might my observed preferences/behaviours impact me during my time on the ASPIRE programme?
- What behaviours are likely to serve me well, and when might I need to consider stepping outside of my comfort zone?

OPQ

As a group

Where did you fall on the 1-10 spectrum for the following statements?

1 10

- What can we learn from these differences?
- How might different behaviours be useful in different contexts?

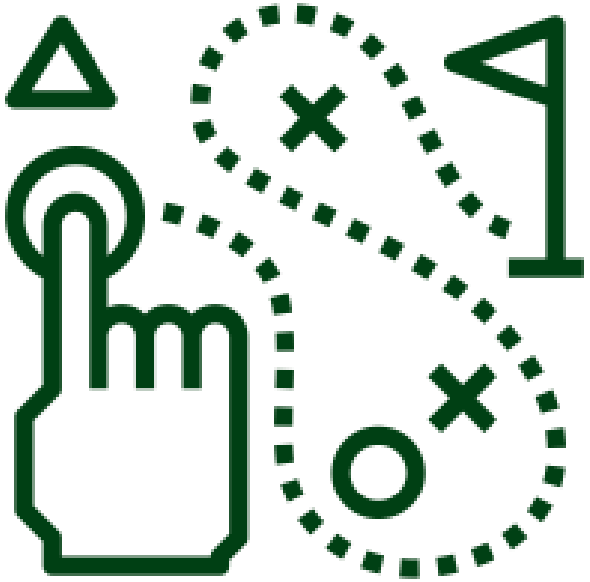
UNDERSTANDING YOUR LEARNING STYLE

Individually

- Take the time to complete the learning styles questionnaire provided to you, and map your scores on the second handout.
- Read through the descriptions of each learning style, and consider your preferences in line with your OPQ results.
- Do you have any particularly strong preferences, or are you able to use a wide range of learning styles? What are the implications of this?

ACTION PLANNING

- Using the action plan template provided to you, consider your key personal objectives for your first month on the programme.
- Try to follow a SMART formula (Specific, Measurable, Achievable, Relevant, Timebound).
- Take into account both your OPQ reports and identified preferred learning style(s).
- We'll review these on Friday's Teams call.



Any questions?

BARRATT DEVELOPMENTS PLC

New Lubbesthorpe, Leicester