



## *MCA Awards 2018 Finalist*

### **Consulting Excellence Award for Professional Development**

#### **Thales Cyber & Consulting**

The Consultant Development Programme (CDP) was launched in 2016 to bridge a gap in performance and as a vehicle for change at Thales Cyber & Consulting. Consultants had a reputation for technical excellence but lacked behavioural skills required to engage with customers, understand their needs, and provide additional value beyond their contracted role.

The CDP promoted behavioural development and consulting standards aligned to the MCA's Consulting Excellence Principles. It ran as a blended learning programme over 12 months, focused on personal effectiveness, collaboration and customer relationships to support a step change in consulting performance and improve value delivered to clients.