
EDUCATION CLIENT TESTIMONIAL

"I have had the most wonderful two days of training that I have had in 40 years of working in education. I have to say, I have enjoyed this more, and learnt more, than in anything else I have done at the Polytechnic. And Ann Alder, is without doubt, the best facilitator of learning I have ever met."

*Sajida Tabbara,
Dean of the School of Humanities, Bahrain Polytechnic*



RSVP Design Ltd strive hard to meet the high expectations of our clients. The quotation above is typical of the responses we receive. Read on to see our list of clients and further feedback they have offered as purchasers of our products and services.

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SAMPLE CUSTOMERS 2013 - 2014

UK & Ireland Universities & Colleges

Aberdeen University, Bangor University, Durham University, Liverpool Hope University, University of Ulster, University of Portsmouth, DeMonfort University, Stephen Perse Sixth Form College, City of Glasgow College, South Staffordshire College, University of East Anglia, University College London, Manchester Business School, Ashridge, Lancaster University Management School, University of St. Andrews

International Universities & Colleges

Bahrain Polytechnic, Florida International University, Hwa-Kang Xing Ye Foundation, Missouri University, Universitat Passau, University of Michigan Health System, Reutlingen University, Chinese University of Hong Kong, Muhlenberg College, Nova Scotia Community College, Insper Instituto (Brazil), Central New Mexico Community College, Central New Mexico Community College, Elon University School of Law, IMD, Center for Creative Leadership, Insead, Thunderbird Russia, Schule Oberes Neckertal, Muhlenberg College, Nova Scotia Community College. Dundalk Institute of Technology, Guilford County Schools, Uppsala University

Other Educational Affiliations

Early years, Educational Advancement Centre, Focus on Results, Nuovo Istituto Italia, Singapore American School, Castlehead Field Studies, CRAC

LEARNING DESIGN CLIENTS 2013 - 2014

Bahrain Polytechnic

RSVP Design have been working with Bahrain Polytechnic since 2013 when they bought a full range of RSVP Design's experiential learning tools, specifically to develop an elective entitled 'Thinking out of the Box'. The elective focuses on what staff refers to as "21st Century Skills" – the skills that support independent learning, creativity and innovation, communication, the acceptance of individual responsibility and effective teamwork, developing a broad range of skills that make them attractive as employees in international businesses.

To support and accelerate this, Ann Alder from RSVP Design was approached to deliver a two-day workshop training to the Faculty Management Team, including programme managers and designers and lead teaching staff. The workshop, for 16 people, covered many aspects of the design and delivery of experiential learning activities and was tailored specifically to the skills and needs of the Polytechnic.

This was followed by a one-day workshop which was extended out to 40 teaching staff, from a range of specialisms including Maths, English, IT, Engineering, Visual Design and Transport Logistics. This workshop introduced the concept of REALS – Rich Environments for Active Learning – and explored how to use experiential and accelerated learning techniques in teaching more technical subject matter. This programme ran for the first time in the academic year 2013-2014 and received overwhelmingly positive feedback from the students.

"I realize I like "hands on" learning. I didn't know this about myself and I am thinking I want to use this more in my life."

"I realize that I had a perspective that I now believe was "wrong". I saw that everyone in our team offered something. That having a shared goal and a commitment together makes a big difference. I felt proud, not a feeling I used to having here."

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IMD

Re: RSVP Design: Geoff Cox and Ann Alder

To Whom It May Concern:

It is with pleasure that I write to thank RSVP and in particular Geoff Cox and Ann Alder as designers of learning experiences. I have known Geoff and Ann since 2007 when I was asked to develop a senior executive program on Strategic Leadership for the German energy company, RWE. In the context of this program where I was the joint program director with Jim Dowd, we were tasked to develop an experiential learning exercise for participants to learn more about the intricacies of leading change.

Geoff and Ann designed an experiential learning exercise called "Shaping the Future". This is a 'behavioural simulation' over eight hours of working, over the afternoon and following morning of a two-day program, it takes teams through a process of organizational and behavioral change. Participants experience the transition from individual and small team working towards the creation of a complex, flexible, integrated organization. During the simulation teams manage a range of issues that have parallels in real organisational situations: working to tight deadlines, managing changing demands, building and maintaining a relationship with a client, controlling production and quality, ensuring compliance with legal and organisational directives.

The design requirements focused on organizational learning outcomes such as: (1) the inter-dependence of task functions and the need to build relationships across working teams, (2) the need to structure your organisation, or change your operating culture, to meet the changing demands of your internal and external environment, (3) the importance of the customer/client relationship and the value of customer feedback in organizational decision-making, (4) the need to maintain 'delivery capability' and stability even through times of change and (5) the importance of ensuring on-going organizational learning from experience. As individuals, participants are learning how to develop and implement a strategy that is flexible enough to adapt to externally and internally imposed change and to exhibit personal leadership in order to have an impact on the process and outcomes of the task, by playing to personal strengths and demonstrating consistent and authentic leadership behaviors.

In addition to working with Geoff and Ann to design particular learning experiences, IMD has purchased a number of their products for regular use in IMD programs. In one of the programs, Strategic Leadership for Program, I have used their products to facilitate sessions on the topic of Authentic Leadership.

There were several remarkable points about my working experience with Geoff and Ann. First, both Geoff and Ann showed great determination to design learning experiences to maximize the learning of individuals at very senior levels. From this experience I have seen that Geoff has a great ability to innovate new experiences and Ann has the ability to ensure consistent delivery of high quality standards. Second, both Geoff and Ann facilitate the process of delivery to ensure that participants will learn from multiple roles that they have occupied.

Let me finish by saying that Geoff and Ann are friendly and exceptional professionals. From my experiences working with Geoff and Ann I can only say that they I enjoyed working with both. Please feel free to contact me for further information or with any questions you might have (buchel@imd.ch).

Sincerely yours,
Bettina Büchel
Professor of Strategy and Organization

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CLIENT FEEDBACK / TESTIMONIALS

Alaister Walker - Lecturer University of East Anglia

"A colleague and I have primarily been using the Challenging Assumptions product as part of a group interview exercise for a new cohort of student volunteers at the University of East Anglia. It has formed the first of a two part interview and has allowed us to observe how well students work together, communication skills, problem solving and, of course, challenging assumptions, which we have linked to a work scenario, i.e. looking beyond the obvious / presenting issue.

Student feedback on the activity has been largely positive and also proved to be a good ice breaker at the beginning of the interview. They have found the puzzle to be challenging, but given time and guidance have at least begun to make steps towards completion."

Becki Vale – Tutor Castelhead Field Studies Centre

"Colourblind has already been used with a group of mine [college students from Blackpool] and it proved a hugely beneficial activity which prompted some very powerful reviewing. It will mostly be used over the summer months with our NCS (National Citizen Service) groups but I will be taking every opportunity to use it before then, and I will be encouraging my colleagues to do the same."

Rabbe Hedengren - Career Developer Uppsala University

"Colourblind is a very good tool and is always successful in leading to insights and learning. We use it in our leadership programmes as part of the communication, instruction, style and general leadership parts. Sometimes also just as an energizer. People who have participated in our programmes do want to borrow the kits for their own group development activities as well. It's a very good and valuable part of our toolkit and one that always delivers good results and a lot of energy."

Daniela Bultoc- Doctoral Skills Development Programme Manager University College London

"I have used the Colourblind activity on a few workshops with PhD students and the activity worked very well. It brings to surface some of the most important elements that make communication effective. The materials provided were easy to use, engaging and excellent for any team exercises. I highly recommend them."

Libby Ahluwalia - Teacher Stephen Perse Sixth Form College

Colourblind - "We have used it when we had a group of Finnish students visiting us, as it was a good way of getting everyone cooperating on a problem solving activity when we didn't know much about their prior knowledge and experience."