

# *LionHeart* *Challenge*

## **THE LIONHEART CHALLENGE** **REGIONAL FINALS - 2011**

### **THE LIONHEART CHALLENGE CONTINUUM PROGRAMME**

### **JUDGES & EXPERT HELP** **ADVISORS**

## **EVALUATION & FEEDBACK REPORT**

DESIGNED & DELIVERED BY

**FIELD · LOCKHART**  
ASSOCIATES  
ENTREPRENEURIAL PROGRAMME DESIGNERS

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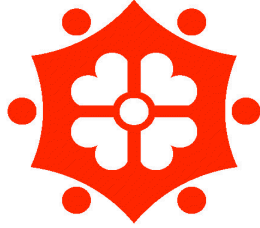
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# *LionHeart* *Challenge*

**EVALUATION FORM: 3 EVENTS (Southern, Midlands &  
South West & Northern Events: Expert Help Advisors &  
Regional Judges**

**LIONHEART CHALLENGE**

**JULY 2011**



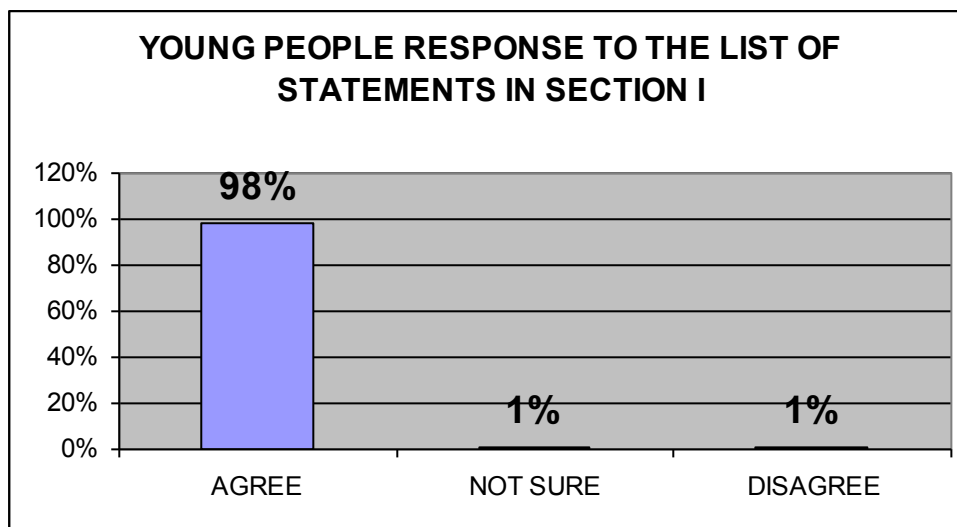
# LionHeart Challenge

## EVALUATION FORMS FOR BUSINESS PEOPLE LIONHEART CHALLENGE REGIONAL FINALS 2011

**TOTAL NUMBER OF FORMS RETURNED BY  
Expert Help Advisors & Judges = 64**

### Question 1

#### SECTION 1: Statements Regarding today's LionHeart Challenge



#### The Statements in Section 1 were:

1. I have enjoyed taking part in The Lion Heart challenge Continuum programme
2. The opportunity to meet and interact with The Young People has been valuable
3. The Briefing and Materials received prior to and during LionHeart have been helpful
4. The challenge helps to project a positive image of Business & Enterprise to Young people
5. The Programme provides an innovative and effective way of engaging businesses and employers with Young People.
6. The Challenge helps to raise awareness and inform Young People in a range of key business disciplines and industry sectors.
7. The Challenge offers a valuable Work Related Learning and Enterprise Experience for Young People.
8. The Challenge provides pupils with an opportunity to raise their aspirations, self-esteem and practice key skills.

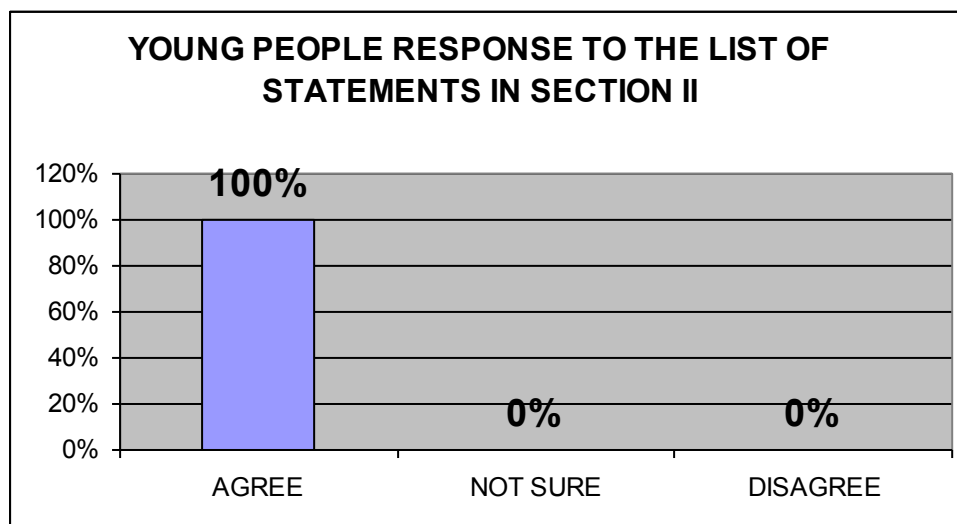
## Question 2:

**Do you think The LionHeart Challenge has helped to encourage a range of valuable Skills and Attitudes in the Young People you've seen taking part today?**

**YES= 100%**

**NO= 0%**

**MISSED OUT = 0%**



## **The Responses in Section 2 were:**

- **The Young People were given the opportunity to fully express their ideas without limitations. Positive support repressed negative thinking (Lee Turner, Detective Chief Inspector, MERSEYSIDE POLICE)**
- **An excellent range of Young People. I don't think I will see any better Presentations (Tony Doherty, Detective Chief Superintendent, MERSEYSIDE POLICE)**
- **Very good and thoroughly well organised event. Attention to detail is excellent. This is so much better than any enterprise type of day I have experienced in more than 20 years in business education (Derek S.C. Milward, Business Advisor, Consultant and Lecturer, The Chartered Institute of Marketing; CIM)**
- **I found the event very enlightening and refreshing and the attitude of the students taking part was excellent (Antony Heslop, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **The event is professionally organised, well run and valuable to those taking part (Richard Jackson, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **Their ideas are not restricted by expense (Tony Creely, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **The Challenge promotes problem solving and teamwork (Craig Torrie, Marketing Consultant, NXO; CIM)**
- **It helps encourage team spirit and competitiveness (Philip Dyer, Chairman, NXO; CIM)**
- **It challenges many of their traditional views of conducting themselves (Alan Sattenstall, Marketing Consultant, Chartered Institute of Marketing; CIM)**
- **It makes them think of a wide range of business issues (Phil Barker, Typhoon Accountant, BAE Systems; CIMA)**
- **It contributes to effective communication, listening skills, leadership skills, encourages creativity and presentation skills (Alison Foulkes, Detective Inspector, MERSEYSIDE POLICE)**
- **They get practical experience of working together (Glynn Lowth, Past Global President, The Chartered Institute of Management Accountants; CIMA)**

- **I think the experience of a high pressure business situation will help the pupils when they encounter these situations in real life (Robert Edward Beedham, Finance Director, Rigby Taylor Ltd; CIMA)**
- **It gives Young People the opportunity to use a wide range of business skills that they might not usually. Everyone was engaged with positive attitudes (Richard Laking, Project Accountant, Department for Work and Pensions; CIMA)**
- **I think the different aspects of the Challenge initiated discussions amongst the Young People. I was able to observe the dialogue, exchange of ideas etc on a whole range of topics (John Au, Partnerships and Projects Manager, Victim Support)**
- **It provided real life challenges in a supportive environment (Dr Gordon Hush, Senior Lecturer, Glasgow School of Art)**
- **It encourages team working, planning and forward thinking (Keith Cook, Senior Lecturer, Edge Hill University)**
- **Yes, they work as a team to defined deadlines in competition with other teams (Darrell Matthews, Regional Director, Institute of Directors)**
- **This is essential for future entrepreneurs (Gordon Clapperton, General Manager, De Veres Venues Whites, Reebok Stadium)**
- **Competition is at the heart of business and this gives Young People the opportunity to interact in an almost real situation (John Mercer, Associate Director, Edge Hill University)**
- **A well structured Programme with real business decisions, tough deadlines and the opportunity for Young People to operate outside of their comfort zone. In all, a real enterprise experience (Paul Matthews, Chairman, The Chartered Institute of Marketing, Lancashire; CIM)**
- **The interaction promotes stimulation of mind on a 2 way system where either party becomes a beneficiary (Francesca Windsor, Director, Unlimited Care Ltd; CIMA)**
- **It provides an opportunity to learn and practice skills not traditionally taught in schools (Keith Hanlon-Smith, Resourcing & ER Director, Norland Managed Services; NORLAND)**
- **The concept of teamwork, innovation and presenting an idea/concept is beneficial in helping the Young People to develop life & communication skills (Philip Jones, Detective Chief Inspector, LONDON METROPOLITAN POLICE)**
- **It has helped the pupils gain a large range of transferrable skills such as effective teamwork, patience, communication and presentation skills. It was interesting to see transformation from start to end (Naomi Roycroft, Management Accountant, Network Rail; CIMA)**
- **It helped them to think like business people and work in a team (Amit Shinde, Marketing Manager, YDS. UK; CIM)**
- **Young People are encouraged by their colleagues. No other Challenge is as committed to Young People as LionHeart. More events like this should be promoted (Sergeant Pete Law, LONDON METROPOLITAN POLICE)**
- **From what I've seen today, the Young People have embraced the Challenge, brainstorming ideas and working through problems as a team. There has been a lot of "thinking outside the box" (Kevin Brooks, Police Constable, LONDON METROPOLITAN POLICE)**
- **I believe the Challenge does encourage valuable skills and attitudes in Young People because the process allows individuals to think outside the box and in instances work as a team enhances listening and speaking skills (Rishi Kapoor, Police Officer, LONDON METROPOLITAN POLICE)**
- **It promotes time management, deadlines, presentation and financial planning (Ian Stapleton, Account Manager, The Chartered Institute of Management Accountants)**
- **Through thinking about realistic issues in the world (James Llewellyn, Migration Manager, Shell International Ltd; CIMA)**
- **It was interesting to see the Young People working as a team. This is the most challenging aspect (Kaajal Kotecha, Director, Ladywalk Consultants Ltd; CIMA)**
- **I witnessed some good teamworking and organisation skills. It was an opportunity for kids to work together on non school related topics (Bernie Emery, Partnership Development Director, Nisai Group; CIM)**
- **It gives an insight into business planning and what it actually requires when setting up and designing a product, including associated costs (Steve Bradshaw, Finance Business Partner, Department for Communities and Local Government; CIMA)**
- **It was good to see the development of soft skills in the development of the product concept (Jayant Patel, Business Manager, Ministry of Justice; CIMA)**
- **They would benefit from working in dedicated areas for tasks – a space specific to design for direct one to one tuition (Philip Blaikie, Student, Glasgow School of Art)**
- **A fail safe situation (John L. Tooze, Proprietor, J.T. Electrons, Estd 1964; CIM)**

- They work together and tackle a whole problem/task (Mark Ganellin, Managing Director, Marketing Zone; CIM)
- **Definitely, I firmly believe that the whole day was thought provoking and gave all participants an opportunity to demonstrate numerous skills (Tommy Meikle, Managing Director, Norland Managed Services; NORLAND)**
- The feedback from the Pupils themselves shows the joy in learning new skills (Catrina Clulow, Senior Marketing and Communications Manager, Panduit; CIM)
- Personally I feel that in business it is very important to be realistic, aware of cash flows and risk management and LionHeart covers most of these (David Wilder, Company Accountant, Meiden Europe Ltd; CIMA)
- **Predominantly teamwork development and business awareness as well as project management skills developed (Graham Harber, Financial Consultant, MNB Precision Ltd; CIMA)**
- It is clear the competitors enjoy having their ideas taken seriously. The work rate gives them a challenge and they have to make their own decisions. The teams are inspired by life situations e.g. Police, Army etc (Richard Mooney, Director, Beechwood Associates UK Ltd; CIM)
- **Valuable skills learned include financial analysis, marketing and selling tools, learning/innovation technique (Patrick Brophy, Marketing Partner, Phoenix Business Development; CIM)**
- It encourages team working and helps to de-mystify some of the business skills (John Green, Finance Consultant, AVS Co Ltd; CIMA)
- A lot of Young People gain confidence and use of latest technologies in their development of skills in real world applications (Hasmukh Mistry, Ex Finance Director, Integrated Hydraulics Ltd; CIMA)
- I feel the LionHeart Programme has helped greatly, they have shown considerable skill in research (Richard Neale, Crime Prevention Design Advisor, WEST MIDLANDS POLICE)
- **Speaking to the Youths individually, they all seem to say the same thing. They have learned a lot, both "crime wise" e.g. statistics and "business wise" (Deborah Harvey, Police Community Support Officer, WEST MIDLANDS POLICE)**
- The Programme helped develop decision making and working as a team (Peter Sturgeon, Community Partnerships Officer, WEST MIDLANDS POLICE)
- **All too often, Young People have to follow ideas set by adults. This has given the opportunity for them to develop their own ideas, follow their own instincts and see how processes work for themselves rather than be lectured (Mike Rhodes, Police Constable, Neighbourhood Policing Team, WEST MIDLANDS POLICE)**
- Positive attitude from students, they were a credit to themselves and their schools (Suzanne Allen, Events Coordinator, The Chartered Institute of Management Accountants; CIMA)
- **Taking a concept from start to finish is a great way to involve lots of different skills and attitudes (Claire Bell, Superintendent, WEST MIDLANDS POLICE)**
- **Patience. Understanding of how each individual can contribute to the group (Peta Bean, Marketing Communications Manager, Assurant Intermediary; CIM)**

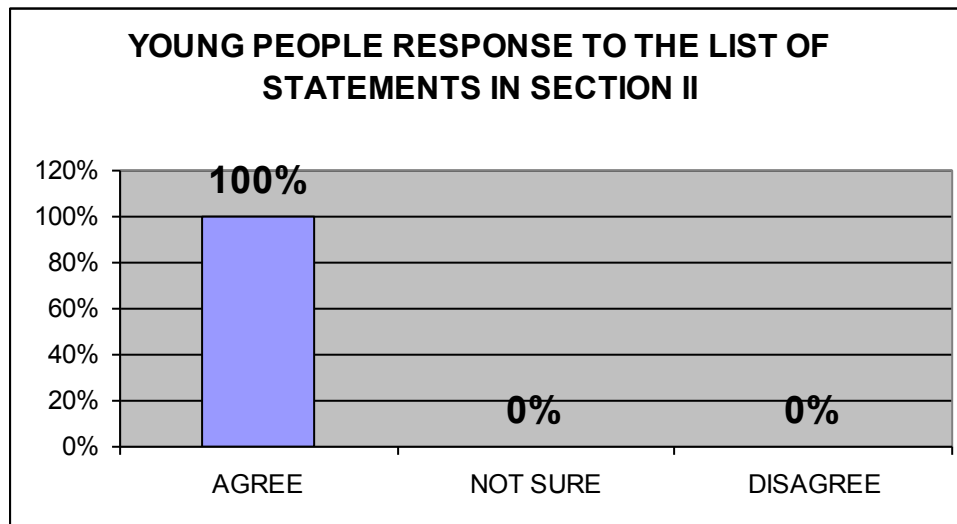
### Question 3

**Is it your view that the experience of The LionHeart Challenge encourages an entrepreneurial awakening in our Young People?**

**YES= 100%**

**NO= 0%**

**MISSED OUT = 0%**



### **The Responses in Section 3 were:**

- **It is very impressive what I have seen today so I would absolutely endorse this (Claire Bell, Superintendent, WEST MIDLANDS POLICE)**
- **Definitely – brilliant skills shown (Suzanne Allen, Events Coordinator, The Chartered Institute of Management Accountants; CIMA)**
- **It shows new ideas can and do work. Never be satisfied with status quo – look to improve (Mike Rhodes, Police Constable, Neighbourhood Policing Team, WEST MIDLANDS POLICE)**
- **There have been numerous examples of thinking "outside the box" and some very unusual concepts which have potential (Richard Neale, Crime Prevention Design Advisor, WEST MIDLANDS POLICE)**
- **I am sure that the way the Challenge is organised and presented to the Young People really does encourage enthusiasm for business (Derek S.C. Milward, Business Advisor, Consultant and Lecturer, The Chartered Institute of Marketing; CIM)**
- **Yes, it does. A lot of the young generation start thinking about their careers and job applications at this stage. It certainly helps them in the process of "management" (Hasmukh Mistry, Ex Finance Director, Integrated Hydraulics Ltd; CIMA)**
- **I'm sure many consider setting up businesses as a result of LionHeart (John Green, Finance Consultant, AVS Co Ltd; CIMA)**
- **The LionHeart Challenge is a golden opportunity to sample and test their skills in a real world business test. I am positive that the seeds sown will encourage a significant interest in pursuing further education (Patrick Brophy, Marketing Partner, Phoenix Business Development; CIM )**
- **For the most part the life of business is de-mystified and broken down into manageable chunks (Richard Mooney, Director, Beechwood Associates UK Ltd; CIM)**
- **Absolutely. I have seen the spark of imagination in the eyes of some of the students. That is a very satisfying experience (Graham Harber, Financial Consultant, MNB Precision Ltd; CIMA)**

- **Definitely, it is a great insight into the role of a Management Accountant (Ian Stapleton, Account Manager, The Chartered Institute of Management Accountants; CIMA)**
- **Yes, the Challenge allows them to be creative with a sense of realism for their ideas (Rishi Kapoor, Police Officer, LONDON METROPOLITAN POLICE)**
- **There are not enough events like this that link in with multiple companies/services. Programmes like this stimulate Young People's minds and so does word of mouth (Sergeant Pete Law, LONDON METROPOLITAN POLICE)**
- **I feel the Programme has encouraged pupils to consider all aspects of the business; not solely conceptualising the product idea. It helped reinforce the importance of finance and marketing (Naomi Roycroft, Management Accountant, Network Rail; CIMA)**
- **Most definitely. Thinking of opportunities and ways to solve problems (Mark Ganellin, Managing Director, Marketing Zone; CIM)**
- **The concepts developed show great creativity and enthusiasm (Catrina Clulow, Senior Marketing and Communications Manager, Panduit; CIM)**
- **I believe it must – there are so many ideas, it is so topical, very rewarding and very close to TV's The Apprentice and Dragon's Den (Tony Doherty, Detective Chief Superintendent, MERSEYSIDE POLICE)**
- **Without doubt, the environment encouraged this aspect (Anthony Heslop, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **An excellent opportunity for Young People to experience the world of business and real life challenges (Richard Jackson, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **It became clear that they were unaware of what the issues are around crime and young people. It was an eye opener for them (Tony Creely, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **As we become older, our ideas and creative ability is stifled. The LionHeart Challenge gives opportunity for innovation (Lee Turner, Detective Chief Inspector, MERSEYSIDE POLICE)**
- **They can see evidence of what can be achieved (Philip Dyer, Chairman, NXO; CIM)**
- **It introduces elements of business and how it operates, not just the nuts and bolts in terms of finance but marketing elements such as how a product gets to market successfully (Alan Sattenstall, Marketing Consultant, Chartered Institute of Marketing; CIM)**
- **It gives them an insight into what it takes to make their dream happen (Phil Barker, Typhoon Accountant, BAE Systems; CIMA)**
- **Providing a structure for the Young People to develop ideas is great and I've seen such a high standard (Keith Hanlon-Smith, Resourcing & ER Director, Norland Managed Services; NORLAND)**
- **It would be interesting to track participants to see what people go on to do (Paul Matthews, Lancashire Chair, The Chartered Institute of Marketing; CIM)**
- **Everything we do involves business principles; what a good way for Young People to learn (John Mercer, Associate Director, Edge Hill University)**
- **It shows them what they are good at and what they enjoy – and more importantly what they may not (Darrell Matthews, Regional Director, Institute of Directors)**
- **It was a challenge but as part of a team (Dr Gordon Hush, Senior Lecturer, Glasgow School of Art)**
- **Being given a task that requires a solution takes creative thought. The ideas are clever and thoughtful to ensure a solution is met (Richard Laking, Project Accountant, Department for Work and Pensions; CIMA)**
- **Yes, as pupils are gaining firsthand experience in the business world and the chance to explore the issues (Robert Edward Beedham, Finance Director, Rigby Taylor Ltd; CIMA)**
- **The Programme encourages creativity amongst the Team (Peta Bean, Marketing Communications Manager, Assurant Intermediary; CIM)**

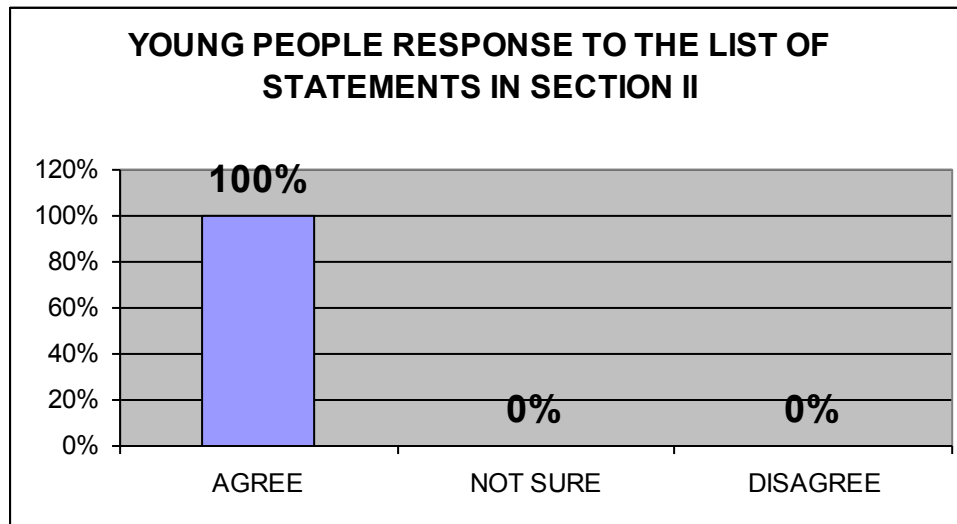
#### Question 4

Do you think The LionHeart Challenge helps develop in Pupils the *Skills* they need for the World of Work?

**YES= 100%**

**NO= 0%**

**MISSED OUT = 0 %**



#### The Responses in Section 4 were:

- **This is the sort of thing well thought through in terms of non curriculum and should be done in all schools (Derek S.C Milward, Business Consultant, The Chartered Institute of Marketing; CIM)**
- **They gain experience of working under pressure and Teamwork (Glynn Lowth, Past Global President, The Chartered Institute of Management Accountants; CIMA)**
- **The series of challenges, if not directly, seemed to encourage the Young People to consider a range of issues but certainly created an environment linked directly to Teamwork (John Au, Partnerships and Projects Manager, Victim Support)**
- **A realistic scenario, excellent challenge, research required, promotes Teamwork and values (Steve Hartley, Superintendent, GREATER MANCHESTER POLICE)**
- **It provides the team working environment so essential in the workplace (David Stanford, Chairman of the CIA Membership Board, The Chartered Institute of Management Accountants; CIMA)**
- **It makes them more adult because it makes them consider more grown up concepts normally not part of a teenager's thought processes (Alan Sattenstall, Marketing Consultant, Chartered Institute of Marketing; CIM)**
- **Yes, by understanding broader issues and what can be achieved together (Philip Dyer, Chairman, NXO; CIM)**
- **Their interaction with the experts on hand helps to generate their energy and enthusiasm and focus this towards supporting innovation, belief and confidence to express themselves (Jim McLoughlin, Inspector, MERSEYSIDE POLICE)**
- **Yes, by working as part of a team, communication and presenting (Tony Creely, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **Absolutely, it represents a fantastic opportunity that will benefit them as they consider their futures (Richard Jackson, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **The challenge will undoubtedly assist the students to develop their skills in relation to their development in business. This was evident in taking part in their discussions and theorising (Anthony Heslop, Detective Chief Inspector, GREATER MANCHESTER POLICE)**

- **Excellent work & I would like you to keep up the hard work (Gulzari Babber, Deputy President, The Chartered Institute of Management Accountants; CIMA)**
- Diversity and ideas brings ideas and we saw that (Tony Doherty, Detective Chief Superintendent, MERSEYSIDE POLICE)
- It helps develop a spirit of Teamwork and communication (Craig Torrie, Director, NXO; CIM)
- It might be the first real insight into what kind of skills experts really have (Phil Barker, Typhoon Accountant, BAE Systems; CIMA)
- **Introducing finance, marketing and presentation skills at this point is just great; standing the Young People in good stead going forward (Keith Hanlon-Smith, Resourcing & ER Director, Norland Managed Services; NORLAND)**
- **Yes, all the vital skills that the programme promotes are self confidence, timekeeping presentation and teamworking (Paul Matthews, Lancashire Chair, The Chartered Institute of Marketing; CIM)**
- Absolutely, it covers most of the key skills required in today's business world (Gordon Clapperton, General Manager, De Veres Venue Whites)
- Yes, as a professional Team, working and overcoming challenges (Darrell Matthews, Regional Director, Institute of Directors)
- Covers some of the key elements employers need and also universities (Keith Cook)
- The importance of teamwork, collaborative division of labour and self reliance (Dr Gordon Hush, Senior Lecturer, Glasgow School of Art)
- It covers all aspects of business and requires team working and co-operation (Richard Laking, Project Accountant, Department for Work and Pensions; CIMA)
- **It gives them the opportunity to think outside the box and to appreciate everyone has a valuable contribution (Alison Foulkes, Detective Inspector, MERSEYSIDE POLICE)**
- The LionHeart Challenge explores real issues and replicates the business world (Robert Edward Beedham, Finance Director, Rigby Taylor Ltd; CIMA)
- Shows an overview so that they can explore further. A great taster session (Catrina Clulow, Senior Marketing and Communications Manager, Panduit; CIM)
- It's a great start. Team work and problem solving (Mark Ganellin, Managing Director, Marketing Zone; CIM)
- An insight into the various disciplines related to business (John L. Tooze, Proprietor, J.T. Electrons, Estd 1964; CIM)
- **The Programme especially highlights the importance of Teamwork and learning to deal with difficult team members. I feel it also helped highlight to the pupils how every individual has differing skills that can compliment the Team as a whole (Naomi Roycroft, Management Accountant, Network Rail; CIMA)**
- It helps pupils to put themselves in a business person's shoes (Amit Shinde, Marketing Manager, YDS. UK; CIM)
- Young People are encouraged to work together on a Team goal. Financial, Management and Marketing awareness is reflected in industry so it is useful to Young People (Sergeant Pete Law, LONDON METROPOLITAN POLICE)
- **Gives them awareness of what is expected in the working world. A sense of being methodical in their approach to problem solving (Rishi Kapoor, Police Officer, LONDON METROPOLITAN POLICE)**
- Life Skills – soft skills. Pressures and overcoming conflicts. It is a fantastic experience (Ian Stapleton, Account Manager, The Chartered Institute of Management Accountants; CIMA)
- A range of very good skills. The pace of the day creates a great challenge (Simon Corkill, Superintendent, LONDON METROPOLITAN POLICE)
- The Programme helps to develop these skills (James Llewellyn, Finance Migration Manager, Shell International Ltd; CIMA)
- It is a great way of learning on how businesses are run (Kaajal Kotecha, Director, Ladywalk Consultants Ltd; CIMA)
- **Teamwork, organisation, delegation, communication, working to time constraints (Bernie Emery, Partnership Development Director, Nisai Group; CIM)**
- Provides a taste in understanding the skills required in the commercial world and focuses on which career paths pupils wish to pursue (Jayant Patel, ICT Manager, Ministry of Justice; CIMA)
- **The chosen topic was very current and exactly what was required (Tommy Meikle, Managing Director, Norland Managed Services; NORLAND)**
- Skills learned include Teamwork, Financial, Marketing, Production, Creativity in a working situation (Patrick Brophy, Marketing Partner, Phoenix Business Development; CIM)

- **It provides a range of skills which are very valuable in the world of work (John Green, Finance Consultant, AVS Co Ltd; CIMA)**
- **The Challenge makes the pupils examine all aspects of a product from concept to sale (Richard Neale, Crime Prevention Design Advisor, WEST MIDLANDS POLICE)**
- **The Challenge covers a wide range of skills and encourages teamwork (Deborah Harvey, PCSO, WEST MIDLANDS POLICE)**
- **Working as part of a Team as well as making important decisions. The ability to design a concept, cost, market and research is vital (Peter Sturgeon, Crime Prevention Officer, WEST MIDLANDS POLICE)**
- **Presentations and talking to their peer group and others at the different levels is required in modern industry and business (Mike Rhodes, Police Constable, WEST MIDLANDS POLICE)**
- **Real life experience, considering all areas of business (Suzanne Allen, Events Coordinator, The Chartered Institute of Management Accountants; CIMA)**
- **It develops the ability to work as a team, work under pressure and resilience (Claire Bell, Superintendent, WEST MIDLANDS POLICE)**
- **Yes, it provides an understanding of the pressures/deadlines which are faced, working as a team – patience/tolerance of each other (Peta Bean, Marketing Communications Manager, Assurant Intermediary; CIM)**

## Section 5

**We are delighted to have had your time, expertise and participation at The Regional Finals Event today, and would welcome your thoughts and feedback on the overall experience which you feel The Challenge has provided for the Young People.**

### Some Comments given as feedback:

- **A superb event that involves all to think and challenge each other to achieve an outcome that is realistic and achievable. The interaction with 'experts' helps build their knowledge and offers good opportunities to question what they are doing. As an expert I was also taught a few things I didn't know, proving the event was also good for me. A thoroughly enjoyable day and worthwhile for all involved (Richard Laking, Project Accountant, Department for Work and Pensions; CIMA)**
- **The experience was very good, well presented and reflects the pressures of the business world that the pupils will need in their future business life (Robert Edward Beedham, Finance Director, Rigby Taylor Ltd; CIMA)**
- **Excellent forum for encouraging creativity, team working and healthy competitiveness (Alison Foulkes, Detective Inspector, MERSEYSIDE POLICE)**
- **Great fun, hard work. An amazing example of 'hard work' benefitting the Team and ensuring no one got bored (Darrell Matthews, Regional Director, Institute of Directors)**
- **Today has been truly rewarding in all aspects. A thoroughly enjoyable day (Gordon Clapperton)**
- **An excellent day and good learning experience for all involved including ourselves as judges. Excellent organisation. A pleasure to work with the LionHeart Management Team once again (John Mercer, Associate Director, Edge Hill University)**
- **Personally, I love this programme. Any activity that encourages young people to be more entrepreneurial can only be good (Paul Matthews, Lancashire Chair, The Chartered Institute of Marketing; CIM)**
- **Overall the best Young People's programme I have been to – absolutely brilliant – the venue was excellent (Tony Doherty, Detective Chief Superintendent, MERSEYSIDE POLICE)**
- **I thoroughly enjoyed this opportunity to engage with these pupils and be allowed to participate in the formulation of their ideas and implementation of them and also feel that the students benefit from engagement with senior Police Officers such as myself as this is not an every day occurrence. This also applies to the other 'experts' who attended the event. Any input we can provide to aid the development of pupils can only be considered as a positive step (Anthony Heslop, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **This day was a real eye opener and I was very impressed with the ideas put forward. From a Police perspective, we need to capture these ideas (Tony Creely, Detective Chief Inspector, GREATER MANCHESTER POLICE)**
- **The opening speeches identified that Young People do receive media attention for all the wrong reasons. The LionHeart Challenge gives Young People the opportunity to prove their critics wrong (Lee Turner, Detective Chief Inspector, MERSEYSIDE POLICE)**
- **A great experience which helps the participants understand how working together, often under pressure, can give a good and satisfying result (Glynn Lowth, Past Global President, The Chartered Institute of Management Accountants; CIMA)**
- **I think some advance information on specific aspects of the finance element could have been useful e.g. salary information and sources of share capital. Overall, excellent experience for those involved (Christine Collins, Finance Expert, The Chartered Institute of Management Accountants; CIMA)**
- **This is the first time I've experienced the LionHeart Programme and I enjoyed the experience. The enthusiasm and the drive of the Young People was refreshing. I thought it was a great opportunity for the Young People to engage with 'experts', converse and ask questions in a safe setting; an opportunity that would not normally be available to Young People (John Au, Partnerships and Projects Manager, Victim Support)**

- **A very enjoyable experience and very humbling. Everyone involved was a credit to LionHeart. I wish you all the very best of success for the future (Tommy Meikle, Chairman, Norland Managed Services; NORLAND)**
- **Excellent opportunity to explore various business sectors. Good foundation from which to progress on to real skills acquirement at a higher level (Philip Blaikie, Student, Glasgow School of Art)**
- **Conceptually – considering the limited time available it has provided pupils: how to work in a team that involves asking questions and providing ideas; full involvement at each stage, which helps in further development of ideas; timing is critical in delivering (Jayant Patel, ICT Manager, Ministry of Justice; CIMA)**
- **I would like to start by saying Thank You for giving me the opportunity. I wish I had had this when I was younger. It is amazing seeing all the youngsters trying to work as a Team and learn about businesses. Fantastic idea for those who want to experience the working life. Please keep it going (Kaajal Kotecha, Director, Ladywalk Consultants Ltd; CIMA)**
- **It was encouraging to see so many kids enthusiastic about their ideas and to help them generate thoughts to apply their concepts in to a real world example (James Llewellyn, Finance Migration Manager, Shell International Ltd; CIMA)**
- **I think the Challenge has got the Young People together working as part of a team. It has shown them discussing ideas, meeting problems along the way, then working together solving the problems whilst at the same time listening to every team member and their rationale behind their reasoning (Kevin Brooks, Police Constable, LONDON METROPOLITAN POLICE)**
- **Very positive and the enthusiasm and determination of youngsters is reassuring (Philip Jones, Detective Chief Inspector, LONDON METROPOLITAN POLICE)**
- **I have felt valued at this Programme and feel I have made a positive contribution on behalf of the Metropolitan Police Service (Rishi Kapoor, Police Officer, LONDON METROPOLITAN POLICE)**
- **Great programme, maybe involve some celebrities to encourage determination on top of team work/marketing/management etc (Sergeant Pete Law, LONDON METROPOLITAN POLICE)**
- **Shows how Teamwork can triumph. Shows how much they can achieve in a short time which gives them increased self confidence and self belief which is key in business (Catrina Clulow, Senior Marketing and Communications Manager, Panduit; CIM)**
- **It is a great experience and I would be pleased to help next year (David Wilder, Company Accountant, Meiden Europe Ltd)**
- **Extremely well organised on the day. Very well planned. I felt extremely welcome. Great hospitality. I was guided through the process. Great interaction between schools, organisers and judges (Claire Bell, Superintendent, WEST MIDLANDS POLICE)**
- **Well organised, inclusive and inspirational (Steve Hartley, Division Commander, GREATER MANCHESTER POLICE)**
- **The programme was developed very well and signposting given to the group. It helps to develop business minded individuals with the tools to go forward in their work and education in the future (Peter Sturgeon, Crime Prevention Officer, WEST MIDLANDS POLICE)**
- **The experience has proven very interesting. The students have asked good questions and discussed openly the suggestions given. Working together as a Team each with their own skills to share. The students are working to a tight deadline with confidence and competence (Deborah Harvey, PCSO, WEST MIDLANDS POLICE)**
- **Very happy with the day and interaction with the pupils. Round tables would have assisted as spread out more (Richard Neale, Crime Prevention Design Advisor, WEST MIDLANDS POLICE)**
- **Once again, it has been a delight to see such enthusiasm from the LionHeart Challenge team and all the students involved. Another great event with some very good students (Derek S.C. Milward, Business Consultant, The Chartered Institute of Marketing; CIM)**
- **As usual, it is an excellent day. I think the materials are great and the whole process very encouraging for the youngsters (John Green, Finance Consultant, AVS Co Ltd; CIMA)**
- **Once again I thoroughly enjoyed the experience! The outline this year was 'vaguer' than in previous years so provided more scope for creativity (Peta Bean, Marketing Communications Manager, Assurant Intermediary; CIM)**

**Question 6**

**Would you and/or your organisation be willing to assist any future LionHeart Challenge Programmes?**

**YES = 100%**

**NO = 0%**

**MISSED OUT= 0%**

