

The Totton College Award for Training & Development

Churchill Retirement Living

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Churchill Retirement Living have introduced a wide range of training and development programmes throughout the company.



Rewarding Relationships is a training programme focussed on putting people first; it encourages open and honest communication. The key purpose of the training course is to promote harmony within the workplace and avoid unnecessary conflict.

Staff have recently been given access to 'appeal training' allowing staff to develop confidence and performance in 'real life' appeals against the refusal of planning permission at hearings in front of government inspectors.



Across the company, a life coach and trainer was introduced to all staff at this year's seminar. Employees were given a 2 hour presentation on the balance of work and personal life and how this was the key to success and positive thinking.

Team building initiatives have also taken place to encourage interaction between colleagues at all levels. These initiatives make Churchill an exciting place to work.

Individual Performance Reviews are carried out for all staff by their line manager annually with interim reviews where necessary. These give colleagues and their managers the opportunity to provide two-way feedback on performance, attitude, training requirements, key achievements and future developments where possible.

In 2006 Churchill Retirement Living was listed in the Sunday Times Top 100 Best Companies to work for. The list was compiled from questionnaires completed by staff with their views on the company, how it is run, personal development opportunities and staff welfare amongst other areas.

