

The Brockenhurst College Award for Training & Development

# Herb UK

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Based in Lymington, Herb UK have introduced a wide range of initiatives to support the development of their staff.



One of the main new initiatives is to implement a colour profiling exercise which identifies the strengths, weaknesses and characteristics of individual team members. The results of the colour works are then assessed and communicated to Senior Managers.

Herb have onsite training in their concept salon for staff & customers to ensure everyone benefits & understands the products and to assist the development of new salons.



The business has recruited a number of apprentices through Brockenhurst College including those in Warehouse and Distribution and Management Level 3. All of these have gone on to complete their qualifications. Beyond just the qualification, these measures have provided a route for progression through the business. An NVQ in Business Improvement Techniques has helped people understand how to add value, make a difference & reduce waste. This was a major commitment as it involved 9 people from the small Operations Department for over a year.

A new ERP/stock management system was a significant investment by Herb UK but to complement this they also invested in the training for the system and in doing so sent all the team on training days in Manchester. This improved their understanding & productivity whilst ensuring greatest benefit from the investment.



Brockenhurst College

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