

CASE STUDY

Sport Ireland

August 2020

The Challenge

Sport Ireland was established on 1 October 2015 under the Sport Ireland Act 2015 and is a statutory body which merged the Irish Sports Council and the National Sports Campus Development Authority. We are tasked with the development of sport in Ireland. This includes participation in sport, high performance sport, anti-doping, coaching and the development of the Sport Ireland National Sports Campus.

We have committed to enabling and supporting National Governing Bodies of Sport and Local Sports Partnerships (NGBs) to build Organisational Capability across the eight targeted areas:

- Organisational Leadership
- Strategic Planning
- Employee Performance Management
- Project Management
- Risk Management
- Change Management
- Stakeholder Engagement
- Corporate Governance

We decided this support would take the form of training to help NGBs achieve improvements in relation to the various Capability areas mentioned above.

The Solution

We went out to tender in August 2018 to establish a 4-year Single Party Framework Agreement for the provision of training courses to employees, Board Members and Committee Members of client organisations.

Cosensa were successful in their bid for **HR Management & Organisational Development** training. They provide us with half, one day and two day training courses in a variety of subjects, including but not limited to, Employment Law, Human Resource Management, Performance Management, Change Management, and Organisational Development. We call these off on an as required basis and Cosensa design the course to meet our needs, using our design templates.

To date Cosensa have delivered training on:

***Interviewing Employment Law
Interview Skills for Interviewees
Change Management
Performance Management
Dignity at Work***

The Outcome

We have been very happy with Cosensa's management of the contract, booking efficiency and the training design and delivery. The tutors are all very knowledgeable, and importantly experienced in their individual fields. All of our learners report they take good ideas and knowledge away from the courses and are keen to implement the skills learned.

Over recent months there has been a need to move away from classroom delivery to a virtual environment. We have now run some of the courses using virtual classrooms and feedback has continued to be positive. Cosensa's team are very skilful in their delivery in this digital environment; using breakout rooms, whiteboards and interactive exercises to make the courses easy to follow and manageable.

The contract management team are very responsive, and they have ensured all of our courses have been delivered on the dates we need them to be. They provide us with course outlines and schemes of work and have been happy to make tweaks and changes to courses until they are exactly right for what we need.

These are some comments we have received on our feedback forms:

I found this course very useful. Brian is very experienced and knowledgeable in this area. I will use tips and tricks learned from this course in the future

Great course, really informative. I learned a lot of new stuff I didn't know about interviews and CVs. Really good tutor

This was an excellent course and highly relevant to me and all ASPIRE graduates. Brian was highly knowledgeable and experienced. It was very well delivered and covered all content in an effective manner

Testimony

"Richard, Vidette and the entire Cosensa Team have been a delight to deal with. They have been particularly impressive in recent months adapting to the challenges COVID-19 has presented. In a short time we've moved all our scheduled classroom training courses to virtual sessions while maintaining a high quality training experience for our learners."

**"A delight
to deal with"**

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