



Case Study: Empowering Frontline Leadership at GRS Roadstone

Overview

GRS Roadstone's First Line Manager Development Programme, particularly its *Managing People* module, is a flagship initiative dedicated to cultivating confident, competent, and values-driven team leaders. Tailored to support those transitioning from peer to manager, the module plays a crucial role in embedding GRS's ethos of care, improvement, and a can-do mindset across operational teams.

Objectives

The module was designed with specific goals:

- **Build Leadership Confidence:** Helping newly promoted managers lead former peers with authority and empathy.
- **Strengthen Core People Skills:** With a core framework—*Plan. Brief. Delegate. Motivate*. Participants learn to create clarity, foster accountability, and energize performance.
- **Integrate GRS Values:** Reinforcing leadership behaviours aligned with a culture of continuous improvement, care and resilience.
- **Tackle Real-World Challenges:** Practical exercises and peer feedback simulate key managerial moments, including conflict resolution and difficult conversations.
- **Drive Organisational Impact:** Preparing managers not just to supervise tasks, but to develop people, champion wellbeing, and contribute to long-term organisational success.

Experiential Excellence: Leadership at Sandhurst

An unmatched highlight of the programme is the immersive two-day leadership experience at the **Royal Military Academy Sandhurst**. Delivered by RedOnBlue Leadership in Action Ltd, the experience blends military leadership principles with GRS objectives in a fully interactive environment.

- Participants engage in scenario-based tasks in teams, each taking the lead during complex problem-solving missions.
- The activities demand advanced planning, briefings, real-time adjustments, and reflective team debriefs.
- Located at Old College and nearby MOD training grounds, the setting pushes participants beyond their comfort zones—developing resilience and strategic thinking under pressure.
- Every session fosters deep feedback culture, encouraging honest reflections and rapid learning.



Impact and Outcomes

Since inception, **7 cohorts of 20 managers each** have completed the module—transforming the frontline leadership landscape at GRS. Key outcomes include:

Impact Area	Result
Leadership Confidence	Managers demonstrated stronger authority and empathetic communication
Team Dynamics	Improved delegation and motivational strategies
Value Alignment	Observable integration of GRS values in daily leadership decisions
Capability Building	Clear growth in handling complex interpersonal situations
Organisational Loyalty	Stronger belief in GRS's investment in people

Voices from the Frontline

Testimonials from participants capture the essence of transformation:

- *"The best programme I've ever been on—refreshingly hands-on, no PowerPoint fatigue!"*
- *"Engaging, challenging and fun. The style made the learning stick."*
- *"A method that pushed me to challenge myself and others. My new leadership skills go live on Monday."*
- *"This has changed my life. Thank you, GRS and RedOnBlue."*