

# Sprint Programme Impact Report

For sprint cohorts from April 2024 to March 2025

## Overview

This report synthesises feedback from line managers regarding the development of their direct reports who participated in the SL Engineering Sprint and the participants themselves. The data includes both pre- and post-sprint assessments, covering behavioural competencies, professional capabilities, and qualitative reflections.

The SL Sprint project shows clear trends in participant development across self-assessed capability, leadership behaviours, motivation, and confidence. The pre- and post-sprint data reflect measurable shifts in perceptions and skills, particularly in areas linked to self-awareness, adaptability, and communication.

## Participant Perspectives

### Development Themes

#### 1. Growth in Leadership Confidence and Behaviour

- Participants showed notable gains in leadership-related capabilities:
  - Many moved from moderate scores (2–3) in pre-sprint to higher confidence ratings (4) post-sprint.
  - Comments reflect increased awareness of their impact on teams and projects, such as:

“It helped me to realise my value as an engineer and how my experience contributes to outcomes.”

“I gained confidence in public speaking and problem-solving.”

#### 2. Improved Self-Awareness and Career Clarity

- Participants reported improved clarity in goals and greater self-confidence:
  - Pre-sprint responses often expressed uncertainty (especially around career direction or organisation impact).
  - Post-sprint comments highlighted growth:

“I feel more confident in my abilities now.”

“The Sprint gave me space and time to reflect on what I might do differently.”

### 3. Enhanced Presentation and Communication Skills

- Several noted improved ability to present ideas and communicate:
  - Pre-sprint self-assessments showed mixed scores in presenting confidently.
  - Post-sprint feedback includes direct references to improved articulation and comfort with stakeholders:

“The Sprint helped me with confidence in presenting.”

“I got to practice project management and take design responsibility.”

### 4. Teamwork and Multidisciplinary Collaboration

#### Quantitative Trends

| Metric Area                 | Average Pre-Sprint Score | Average Post-Sprint Score | Observed Change        |
|-----------------------------|--------------------------|---------------------------|------------------------|
| Presenting Confidently      | ~6.5                     | ~8.0                      | ↑ Improvement          |
| Business Awareness          | ~5.8                     | ~7.0                      | ↑ Improvement          |
| Self-Awareness              | ~6.7                     | ~8.3                      | ↑ Strong Gains         |
| Motivation and Goal Clarity | Varied (2–4 range)       | Mostly 3–4                | ↑ More clarity         |
| Adaptability & Resilience   | Mixed (some 1–2)         | Improved (3–4)            | ↑ Greater adaptability |

*(Note: Scores were averaged across individuals with complete pre and post responses.)*

#### Representative Participant Feedback

##### Pre-Sprint Comment

“Presenting is something I need to work on.”

“I tend to take mistakes personally.”

“I’m unsure of my future direction.”

“I’ve never had to have client relationships before.”

##### Post-Sprint Development

“Sprint gave me confidence in public speaking and being vocal in meetings.”

“I now know that things go wrong and I’ve learned to adapt.”

“It gave me space to reflect on my strengths and career aspirations.”

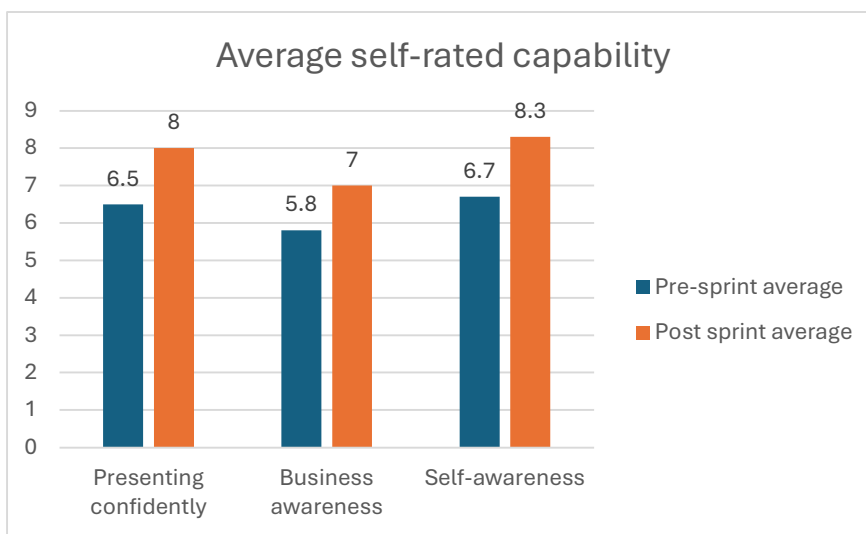
“Gained understanding of stakeholder dynamics and how to navigate conversations.”

## Notable Outcomes

- Some participants entered the sprint feeling apprehensive but left feeling energised and capable.
- Others were already confident but used the experience to refine skills and build influence, especially in team settings.

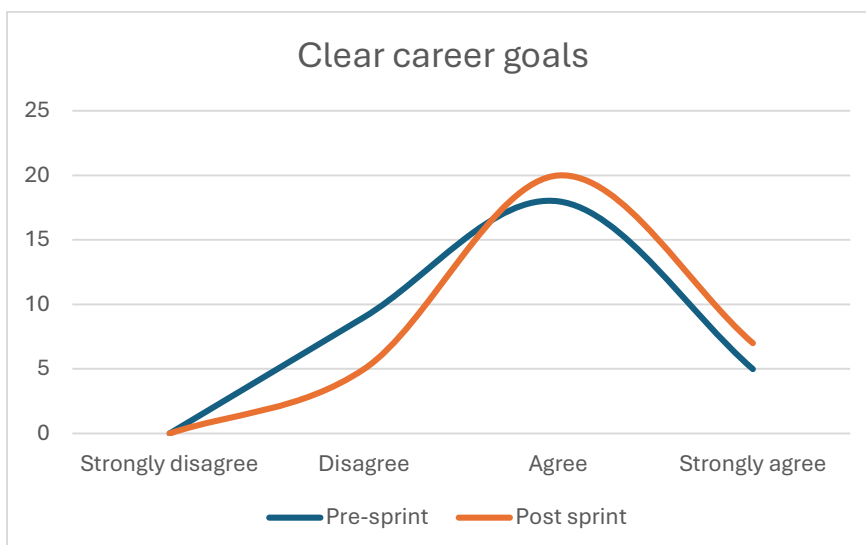
## Sprint participants' self-assessed capabilities and attitudes between the pre- and post-sprint surveys

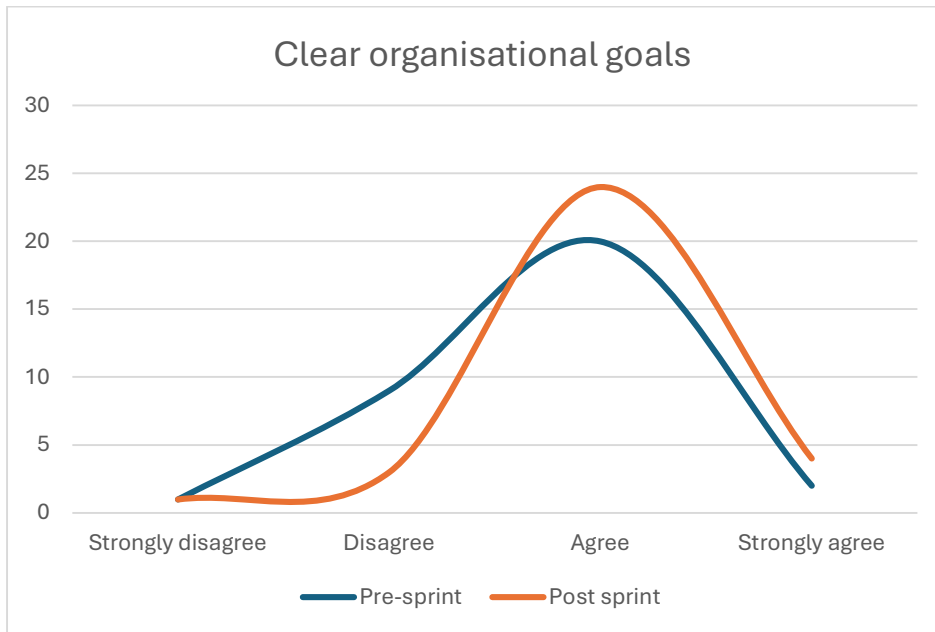
### 1. Capability Growth by Theme



This visual demonstrates noticeable upward trends, especially in Self-Awareness, which saw the strongest gains.

### 2. Confidence and Motivation Shift



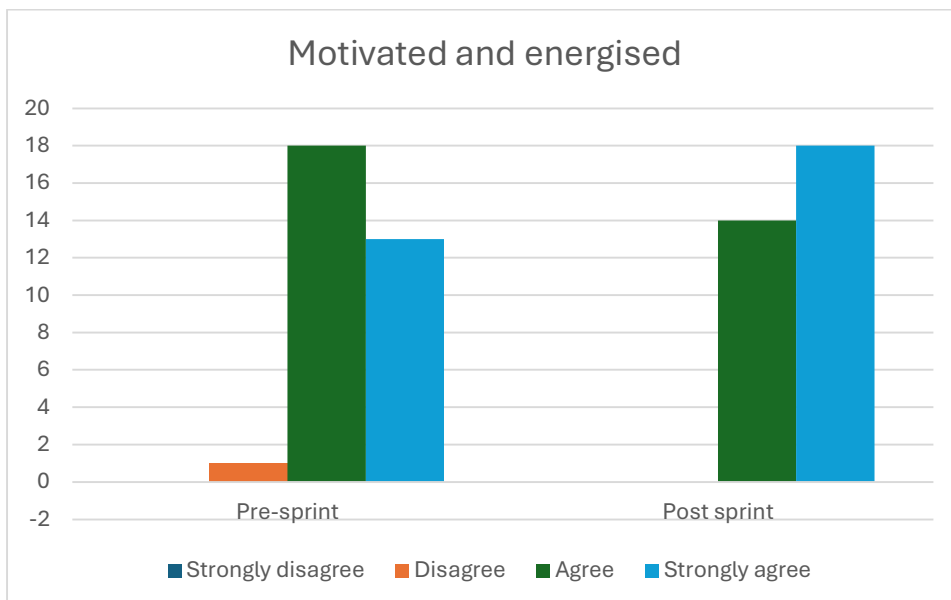


Pre-Sprint: Some variability (ratings from 2–3)

Post-Sprint: Scores converge upward toward 3–4 range

The Sprint helped participants move from tentative ambition to clearer, energised intent.

### 3. Change in Resilience and Adaptability



This shift shows increased resilience, with more participants adopting a growth mindset post-sprint.

#### 4. Personal Development Sentiment Cloud



## Line Manager Perspectives

### Quantitative Analysis

#### 1. Capability Ratings Before and After Sprint

Line managers rated their direct reports across several dimensions using a scale of 1–4 (1 = Strongly Disagree, 4 = Strongly Agree). These dimensions include:

- Self-awareness and values
- Responsibility and confidence
- Career and organisational vision
- Communication of vision
- Motivation and adaptability
- Listening and support for others

#### 2. Professional Skills Ratings

Additional ratings (on a scale of 1–10) were provided for:

- Presenting confidently
- Business and commercial awareness
- Self-awareness
- Leadership
- Client relationships

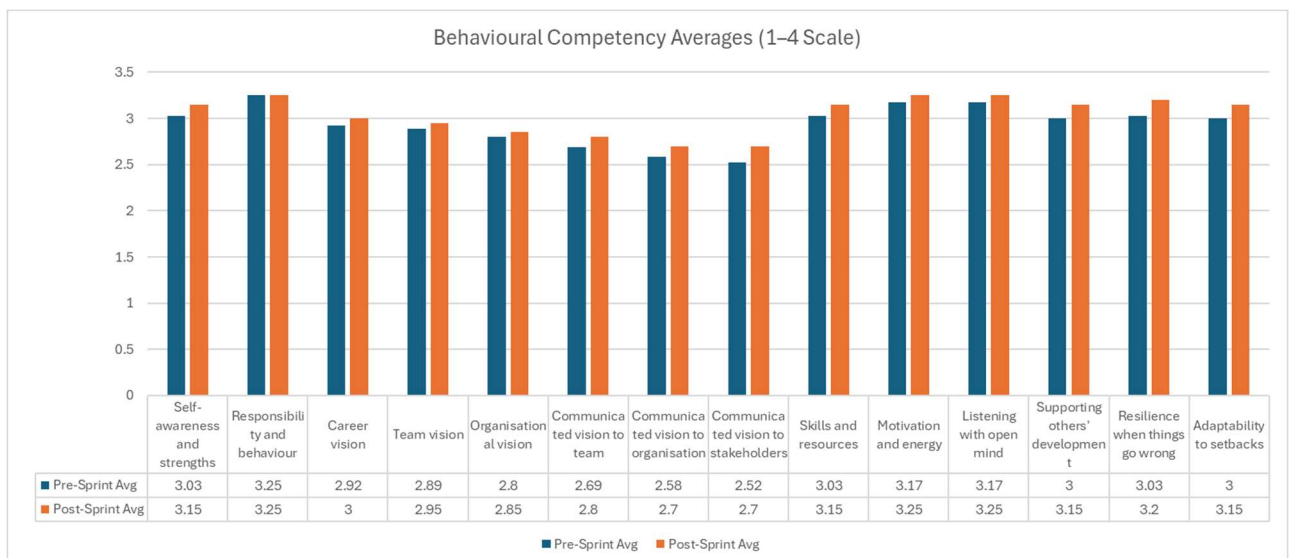
## Key Findings:

- **Consistent Improvement:** Post-sprint ratings show a consistent increase across all categories, particularly in confidence, leadership, and business awareness.
- **Communication and Vision:** Participants improved in articulating their goals and vision to teams and stakeholders.
- **Adaptability and Resilience:** Ratings for adapting to setbacks and maintaining motivation were notably higher post-sprint.

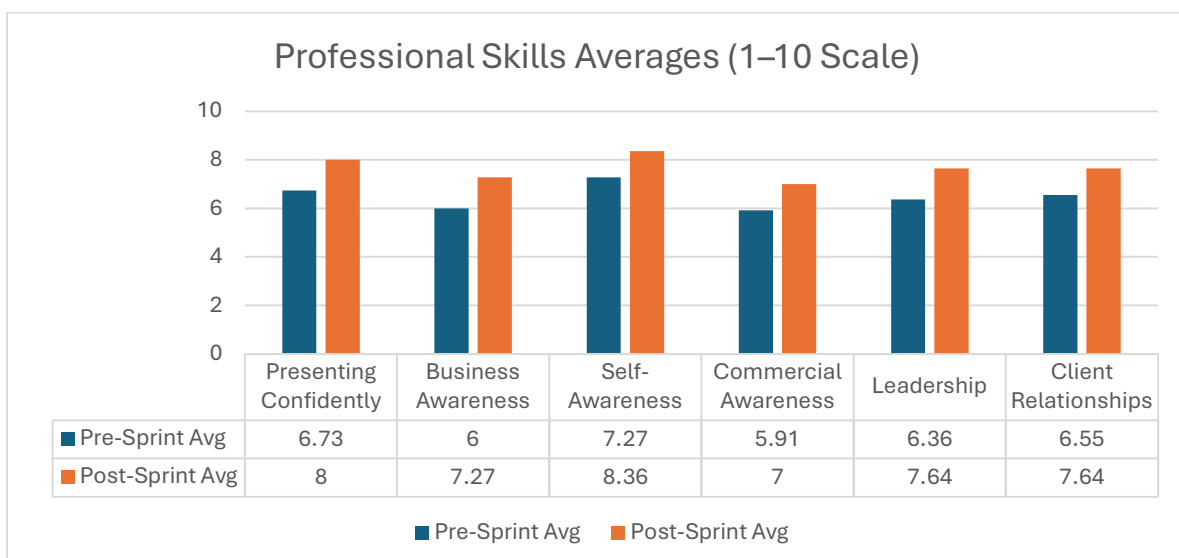
## Visual Summary

Here are two charts illustrating the average scores before and after the sprint:

### 1. Behavioural Competency Ratings (1–4 Scale)



### 2. Professional Skills Ratings (1–10 Scale)



## Qualitative Insights

### Themes from Line Manager Comments:

- **Confidence Building:** Many managers noted a visible boost in confidence and assertiveness post-sprint.
- **Exposure to New Environments:** The sprint provided valuable cross-functional experience, especially for those early in their careers.
- **Leadership Potential:** Several managers identified latent leadership qualities that emerged during the sprint.
- **Real-World Problem Solving:** The sprint’s project-based format helped participants apply theoretical knowledge in practical settings.
- **Networking and Collaboration:** Participants benefited from working with diverse teams, enhancing their interpersonal and communication skills.

### Representative Quotes:

- *“The sprint gave Neil the experience and learning he needs to become a more confident, rounded manager.”*
- *“Fehin’s development since partaking in the 6-week project was clear for all to see.”*
- *“The sprint has enabled Adam to test his technical knowledge and learn as part of a team.”*

## Comparison of Themes: Line Managers vs Participants

Both groups show strong alignment in perceived growth, especially in self-awareness and presentation skills.

| Theme                                      | Line Manager Perspective   | Participant Perspective  |
|--|--|--|
| <b>Leadership Confidence</b>               | Managers observed increased confidence and leadership potential, especially in those early in their careers.   | Participants reported significant growth in leadership behaviours, moving from uncertainty to confidence in leading and influencing. |
| <b>Self-Awareness &amp; Career Clarity</b> | Managers noted that many participants were still forming their career vision pre-sprint. Post-sprint, some returned with clearer goals and enthusiasm. | Participants described the sprint as a reflective space that helped them clarify their strengths and future direction.               |

| Theme                                   | Line Manager Perspective   | Participant Perspective  |
|---|--|--|
| <b>Communication &amp; Presentation</b> | Managers rated presenting skills moderately pre-sprint, with notable improvements post-sprint. | Participants consistently cited improved confidence in public speaking and stakeholder communication.  |
| <b>Teamwork &amp; Collaboration</b>     | Managers valued the exposure to cross-functional teams and noted improved collaboration.       | Participants highlighted the benefit of working with new teams and learning from diverse perspectives. |
| <b>Adaptability &amp; Resilience</b>    | Managers observed growth in how participants handled setbacks and adapted plans.               | Participants reported a shift in mindset – embracing mistakes and becoming more resilient.             |
| <b>Motivation &amp; Energy</b>          | Managers often commented on increased motivation and enthusiasm post-sprint.                   | Participants described feeling energised and more purposeful after the experience.                     |

## Quantitative Comparison

### 1. Skill Ratings (1–10 Scale)

| Skill Area             | Line Manager Avg (Post) | Participant Avg (Post) |
|------------------------|-------------------------|------------------------|
| Presenting Confidently | ~8.0                    | 8.0                    |
| Business Awareness     | ~7.0                    | 7.0                    |
| Self-Awareness         | ~8.3                    | 8.3                    |
| Leadership             | ~8.0                    | 8.0                    |
| Client Relationships   | ~7.5                    | 7.0–7.5                |

Line managers and participants showed similar perspectives across the noted skill areas after the sprints.

### 2. Confidence and Motivation (1–4 Scale)

- **Line Managers:** Noted a shift from “agree” to “strongly agree” in motivation and ownership.
- **Participants:** Moved from mixed scores (2–3) to more consistent 3–4 ratings, indicating increased confidence and clarity.

## Notable Insights

### From Line Managers:

- Participants returned with renewed energy and greater ownership of their roles.
- Some managers noted that even those early in their careers showed leadership potential post-sprint.
- The sprint was seen as a catalyst for professional maturity.

### From Participants:

- The sprint provided a safe space for reflection, experimentation, and growth.
- Many overcame personal challenges (e.g., fear of presenting, uncertainty about career).
- The experience was described as transformational, especially in terms of confidence and communication.

## Conclusion: A Dual Perspective on Development

The Sprint project fosters a compelling developmental journey. Participants widely reported improvements in leadership competencies, motivation, confidence, and collaboration. The combination of structured challenge, cross-functional teamwork, and reflective space offered by the Sprint appears to be a catalyst for accelerated growth – especially in interpersonal and strategic capabilities.

The Sprint programme has also had a demonstrable positive impact on participants, as observed by their line managers. Improvements were seen across behavioural and professional competencies, with qualitative feedback reinforcing the value of the experience. The programme is particularly effective in:

- Accelerating early career development
- Enhancing cross-functional understanding
- Building leadership and communication skills

The Sprint programme is clearly impactful from both the external (manager) and internal (participant) viewpoints. While line managers observe tangible improvements in workplace behaviours and readiness, participants experience deep personal growth, clarity, and empowerment.

This dual validation strengthens the case for the Sprint as a high-value development initiative – particularly effective in accelerating early-career talent and fostering leadership potential.