



Leadership Training to Royal Military Academy Sandhurst

The Royal Military Academy Sandhurst (RMAS) is a world-leading military training academy where all the officers in the British Army are trained to take on the responsibility of leading soldiers. The Academy's aim is to be 'the national centre of excellence for leadership' and attracts personnel from other nations for officer training. In order to train the leaders of the British Army, RMAS requires its instructors to model the finest leadership skills themselves.

As an ever evolving military force, the British Army recognises the power of intrinsically motivated personnel, this was at the heart of their request for SA Group to develop the soft skills required within leadership when working on a more personal level. It is this evolutionary process that keeps RMAS at the forefront of worldwide training academies.

The Challenge - RMAS required specific training to model a more empathetic approach to leadership, entrusting the trainer to take the high level requirement and develop it into a defined Statement of Requirement (SOR) and incorporate a wide variety of delivery methods into a short space of time. Trainees were required to adopt a 'soft skills' style instruction, learn how to model it themselves, and then incorporate it into their own delivery.

Solution - SA Group were appointed to the task based on our standing within the MOD, our peoples' military backgrounds and our reputation for ongoing support of the Armed Forces community having assisted many candidates with their resettlement programme, and receiving a Gold ERS award from the Armed Forces Covenant.

The SA Group team conducting the training were able to leverage their extensive experience in delivering specialist training, including at HM Prisons, to carry out the task with the right level of sensitivity and understanding for the environment. They held an initial discussion with the Programme stakeholders and developed a defined Statement of Requirement. Following this, they designed the course content, method of delivery, and crafted a product that fully met the SOR, whilst making use of DSAT (Defence Systems Approach to Training) processes.

Results - SA Group successfully met the specific requirements of the RMAS. The course was very well received by trainees and left them with ideas that they plan to incorporate into their own training delivery.

The team at SA Group demonstrated experiential learning within a classroom setting which differed from the regular style that RMAS trainers had become accustomed to delivering, and as a result, RMAS recommended that this training should be delivered across the full range of Academy staff.



"This is the first formal training within the Academy addressing this aspect of leadership. The content was excellent and the delivery demonstrated the concept as well as discussing it. For us this is a huge step towards systemic change into the formal training of personnel so that previously assumed skills can actually be baked into the permanent staff."

- Sandhurst Programme Manager





“Thanks for all your efforts in making sure we achieved this within an incredibly tight timeframe; I know this was not easy at times and it’s down to your dedication and professionalism that we have hit the target. The quality of your staff and their delivery was of a level that left a hugely positive impression on some of the finest instructors within the Academy. Soft skills training will now become a permanent fixture within the RMAS schedule”

- Sandhurst Programme Manager



Our Experienced Team

Our trainers bring decades of experience working with elite sports teams/performers, top universities and public schools, as well as mentoring many high performing individuals. They have delivered specialist training in many different environments, including at HM Prisons, industry, and mainstream education.

We have worked with high-class, internationally-successful sports people, and also aspiring athletes who haven't made it. We understand the technical demands of elite performance be that sport or business, but more importantly the wider personal issues associated with elite, individual and team performance. We have a thorough knowledge of this environment, plenty of experience, and we continuously evaluate in order to evolve.

Chris Chudleigh, Training Manager

Our Training Manager Chris Chudleigh was the lead coach and training architect in Sky's School of Hard Knocks TV series alongside former Wales Rugby Captain Scott Quinnell. After serving in the British Army for over 20 years he uses skills gained along with the right balance of enthusiasm and encouragement to create a strong first impression and forge genuine connections with people.

Sky TV's School of Hard Knocks uses rugby and other challenging activities to teach participants life lessons and values, preparing them for employment. Former Wales Rugby Captain Scott Quinnell and former England rugby union player Will Greenwood, MBE both worked alongside our Training Manager Chris Chudleigh and have publicly endorsed him for his efforts on the School of Hard Knocks.