



## “I dislike being taught yet I love to learn”

Churchill

### Training, Development and the Facilitation of Effective Learning

**We focus on providing ‘development solutions’ that will improve business results through improving your people’s performance.**

Our modules can be tailored to meet your unique circumstances OR we can design and deliver bespoke programmes to meet your specific requirements. Our programmes are high on pragmatism and focus on key behaviours of individuals and groups such as new managers, key specialists and HR/Development staff.

**Many people are promoted when they have received little training on how to be an effective manager. We can help them develop their own effective management style...**

- Managing people not merely tasks
- Understanding individuals and team dynamics
- Developing a facilitative approach to management
- Getting 5% more from people
- Negotiating successfully and managing conflict

**We can help key specialist staff improve their personal effectiveness...**

- Developing self awareness
- Getting what you want from others
- Adjusting your individual style to others’ preferences
- Managing creativity and innovation
- Working within multi-disciplinary teams

**We can enhance the skills of your HR/Development people...**

- Managing groups effectively
- Consultancy approach and relationship management
- Coaching for improved performance
- Presenting with confidence
- Facilitation techniques

**We can enhance or fill gaps in your existing programmes...**

- Undertake needs analysis and training needs analysis
- Design and deliver training sessions
- Provide 360 feedback
- Provide individual coaching support
- Create self paced learning



insight  
infocus  
intouch  
inquestion