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# Developing Staff & Maximising Potential

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Is your training relevant?

Do your training programmes lead to performance improvement?

Does your training excite and inspire people?

Does your investment in training represent value for money?

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Good quality corporate training and organisational development programmes for staff is recognised as being a critical success factor in any organisation. We recognise that one size doesn't fit all and that providing a tailored solution that meets the needs of your business is crucial to the success of any programme. With a 12 year history of working within the private and public sector we can offer you a wealth of experience and expertise. We have a proven track record in delivering bespoke training solutions that really make a difference to organisations.

We will work with you to understand your organisational challenges and the context and culture within which training is being provided.

We can support you by designing and facilitating:

- Leadership development programmes for middle and senior managers and aspiring managers
- Performance management training designed around your performance management system
- Competency-based interviewing skills designed around your competency framework
- Senior Management and Board team development programmes
- Skills training for specific target groups – e.g. Project Management for Councillors, Critical Thinking and Decision Making for graduates, accredited Consultancy Skills programmes for internal consultants, Communication and Presentation skills for managers

Activities may include:

- Evaluation of past training programmes and building on lessons learnt
- Consultation with different stakeholders to identify training requirements
- Discussion of preferred methods for delivery of the bespoke and standard content elements
- Designing a draft programme and pilot with a representative sample audience
- Designing blended learning options – mixing classroom based learning with self study, action learning and computer based learning.
- Developing quality course materials that support learning
- Training your trainers to deliver our bespoke training programmes
- Setting up robust evaluation procedure to ensure that any training intervention is delivering the required results.

**BASIS** bespoke learning and development programmes add value through:

- Focused, timely learning which people find stimulating, enjoyable and above all relevant to their 'real world' needs – thus ensuring transfer of learning to the workplace
- Low per-head cost training model which provides value for money
- Developing your in-house capability to deliver effective training and thereby reducing your future training spend.
- Delivering appropriate training which impacts on individual as well as organisational success

## Case Study

### Haringey Council

#### Management Development Programme

We have provided 6 modules of the Haringey programme of training as well as a tailored programme for the council's graduates.

Courses include: Practical Project Management; Presentation Skills; Photo reading; Emotional Intelligence; Critical Thinking and Decision Making. We have also tailored the Project Management course for a Scrutiny Group of Councillors and officers, as well as a Board level strategy group.

As a result of our performance on this training contract members of the training team have also been invited to facilitate a number of workshops and events ranging from a pan-London action planning event for Local Authority Energy Procurement Managers, through to facilitation of a workshop attended by members of the community, local police, Councillors and Council Officers, in a potentially volatile situation.

The Project Management course is seen as a major contributing factor in the Council developing a Project Management culture where costs are managed more effectively and major initiatives are more likely to be implemented successfully.

For more details on this service and the full suite of **BASIS** offerings please do not hesitate to get in touch at:

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