

NEXT GENERATION SKILLS DEVELOPMENT

Technology has moved forward significantly in recent years. More and more business professionals have reliable easy access to internet services and are very used to using platforms such as WebEx, Bluejeans, Skype and Yammer.

Traditional eLearning has had a tendency to focus on knowledge and information sharing to help participants gain understanding.

Despite recent advances to include video and quizzes to stimulate participant involvement, they

are still static demo's. Participants may be able to describe what "good" looks like but may not have practiced the skill themselves.

Our skills development system enables participants to practice skills in a safe environment with real people on-line – just like a business meeting, and receive specific feedback and development tips based on what happened.



ON-BOARDING

Target new skills to build in their "first 100 days".

SENIOR LEADER SUPPORT

Support leaders to "hit the ground running" during transition or develop new skills.

SALES

Practice targeted sales skills.

EMERGING LEADERS

Targeted support for high potential leaders in your talent pipeline.

BLENDED LEARNING

Augment existing development programmes with virtual skills exercises spread over time.

COACHING

Practice targeted skills and gain feedback to support a development process.

Talent management support

Common development challenges

"It takes so long to develop learning content"

Choose from a range of exercises in our pool

"We are not seeing eLearning knowledge translate into workplace behaviour and skills"

Choose scenarios that demonstrate skills

"We need enough people to run a training course"

Develop a programme for an individual or group



"We have long days of concentrated attention to training content"

Typically 40 minute short events

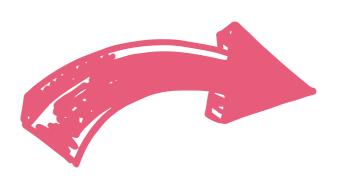
"Delegates are spread geographically so it's expensive to bring them together"

Include anyone, anywhere within a similar time zone "Its difficult to customise learning content"

Customise as many programmes as you would like



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SETTING-UP Virtual skills development programmes

Choose skills to target

Rapidly create tailored skills profiles to fit your needs Choose from researched job family profiles or from our pool of over 60 skills.



- · MANAGERS
- · SALE
- · ADMINISTRATIVE
- · CUSTOMER SUPPORT
- · EXECUTIVES
- OPERATIONS
- · PROFESSIONALS
- · SERVICES
- · TECHNICIANS + SPECIALISTS

Business

Business: this domain includes selected skills that support the planning, execution and operation of business as well as contextual knowledge or expertise relating to your role

Leadership

Leadership: this domain includes selected skills that positively engage others to follow your direction and skills that grow people capability

SKILLS

Intrapersonal

Intrapersonal: this domain includes selected skills that maintain integrity, emotional and workload management

Interpersonal

Interpersonal: this domain includes selected skills that establish and maintain relationships with others.



Now choose exercises from our pool.



EXPERIENCING A PARTICIPANT Virtual skills event

Joining instructions

Our administration system emails invitations to online exercise events, which participants can add to their day to day calendar system (Outlook, Google calendar).



One to one or group events are led by experienced facilitators. The exercises chosen during set-up are now experienced and addressed by the participants.

During events the facilitator steps through various tasks that participants complete in real-time. These range from problem solving, submission of information or discussions.

Participants conclude events with an online questionnaire gathering their learning insights against the selected skills.

Events are recorded to enable independent observers to provide feedback and development tips for inclusion in the feedback report.







At the end of the programme, a personalised report summarises all feedback and development tips for each exercise. Skills are ranked indicating focus areas for further development to support a development plan or coaching discussion.

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SF .	Seherated consensus between parties regarding actions to receive conflict.			0-0
•	and the state of t		0-0	
	identified recovering concerns that may affect fature efficiency and performance.			0
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× •	Aquired equipment, materials and resources to drive efficiency and performance.		0-0	
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	Provided help and input when requested from others.			0
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set .	Gained auguest through involving and engoging all team members.		0.0	0-0
			0	
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L L L L E	Managing Conflict		
L		Understand drivers and issues that triggered conflict.	
L	Managing Resources	identified resourcing concerns that may affect fature efficiency and performance.	
٤	Driving Performance	Agreed targetoiguals to maximios performance across teams.	
	Soon Suiting Learning Traple Skills	Shrelified required function capability needed to deliver results. Communicated diplomatically with individuals and groups.	- 4
	Leveraging People Stalls Tarse Statisgement	Communicated dynamics of years into reductions and groups. Contented soons and good into panned dept, prescues.	
8	Solving Problems	Committed to a source of action without overly disliberating on a situation	
Ε	Sections	Provided bely and input when requested from others.	
	Managing Conflict	Adjusted win lain approach its resolve conflict between parties.	
	Managing Conflict	Generaled conservus between parties regarding actions to resolve condition.	-42
L	Managing Amouron.	Algorited equipment, materials and resources to drive efficiency and performance.	
L	Managing Conflict	Adapted or implemented systems, policies or forums to prevent future conflict.	
i	Managing Resources	uring Utilized fluorial resources to deliver outcomes.	-4
L	Managing Bennaries	Deployed people resources in response to operational circumstances.	
,	Surveys	Gained support through insolving and engaging all team members.	Perfect
E	Sumuri Sumuri	Worked with others to resolve issues for the greater good of the organization. Enoughd appropriate people across the organization bigother to neck on an issue.	4
L	Teamwork	Enought appropriate people across the organisation together to work on an issue.	
D			
	Solving Problems	Displayed confort in handling ambiguous situations	2
L	Solving Professional Driving Performance	Displayed comfort in handling ambiguous situations Monitored team progress against agreed goals to drive business performance.	2
•			2
L	Driving Performance	Maintened team progress against agreed guids to direct beariness performance. Provided comparative and meetingful performance feedback to the team. Revisional team performance against agents objective, or operations.	2
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