Developing Human Capability

Developing Human Capability
Our Training Programs

Individual Training Modules

We offer comprehensive training modules to enrich specific human capability development processes, knowledge and skills. Select from a range of individual 1- and 2-day programs.

Alternatively, we can tailor our existing programs to suit your business needs exactly, creating a unique training program for your business.

Training workshops can be conducted at a venue to suit you, via webinar, or with a blended learning approach. All materials and workbooks are provided. Reach out to us for more information on pricing options.

1- or 2-Day Training Per Module

Webinar Delivery Option Available

Theory Workbook Provided

Tailored to Delegates' Experience Level

Developing High Performance Teams
2-day program

- Identifying common pitfalls of new leaders
- Developing your leadership style
- Refining active listening & influencing skills
- Understanding emotional intelligence and moderation
- Understanding team fit
- Skills for developing effective teams
- Identifying & improving dysfunctional teams
- Training & development
- Learning to manage change
- Delegation & decision making competency development

The Leader as Coach
2-day program

- Creating 'line of sight' from company vision to shop floor action
- Tapping into your team's motivation
- Identifying what coaching is and is not
- Developing skills for effective coaching & feedback
- Setting standards of & monitoring performance & behaviour
- Training for a return on investment
- Skills for dealing with difficult conversations, people & behaviour

* These skills are also delivered as stand-alone, comprehensive training programs. Contact us for more details.

Effective Business Communication

1-day program

- Creating a captivating presentation*
- Developing effective presentation skills
- Writing a compelling business report
- Performance reporting skills
- Communicating to different business stakeholders
- Understanding the basics of email composition and etiquette
- Improving listening skills
- Developing interpersonal communication

Building a Performance Culture

1-day program

- Building performance management processes*
- Attracting & retaining talented individuals
- Building a rewards and motivation scheme
- Recruitment & interviewing skills*
- The importance of professionalism & ethics
- Building organisational culture to support and enhance organisational development
- Identifying & applying techniques for continuous improvement

The Art of Influence

1-day program

- Defining influence and identifying influencing styles
- Expanding your sphere of influence
- Developing a persuasive mind-set
- Creating a good impression
- Communicating to influence
- Effective questioning techniques & language
- Steps to influence

Embedding Change

1-day program

- Understanding the psychology of change
- Exploring processes for implementing change in the workplace
- Leading & managing people through change
- Utilising our *Δ Assimilation model*©

Inspiring Leadership

1-day program

- Exploring principles of leadership
- Developing personal leadership rules
- Building emotional intelligence
- Setting culture and authentic leadership in the workplace

Creating Collaborative Mindsets

1-day program

Identifying and developing essential skills for collaboration with a focus on:

- Collaborative intention
- Truthfulness
- Self-accountability
- Self-awareness & awareness of others
- Problem solving & negotiating

Developing Human Capital Series

We offer four sequential modules as part of our developing human capital series. These half-day modules can be trained individually or as part of a complete two-day program, whichever suit your business needs.

Modules can be held at your site or a venue to suit you, or conducted via webinar. All materials, workbooks and tools are provided. Contact us for more information on available pricing options.

½ Day Training Per Module

Webinar Option Available

Theory Workbook Provided

Applied Learning Approach

Self Development
Critical skills for effective leadership, including listening skills, assertiveness & the ability to influence.

Growing Others
Staff motivation, setting expectations, monitoring performance, and coaching and feedback skills.

Building Teams
Giving developmental feedback & coaching, analysing problems, dealing with challenging people & behaviours, and delegation.

Executing in a High Performance Business
Improving retail & financial acumen, understanding employment law, managing change, and developing personal resilience.