skillsdevelopmentsystem

for today's virtual world

aps

# 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.
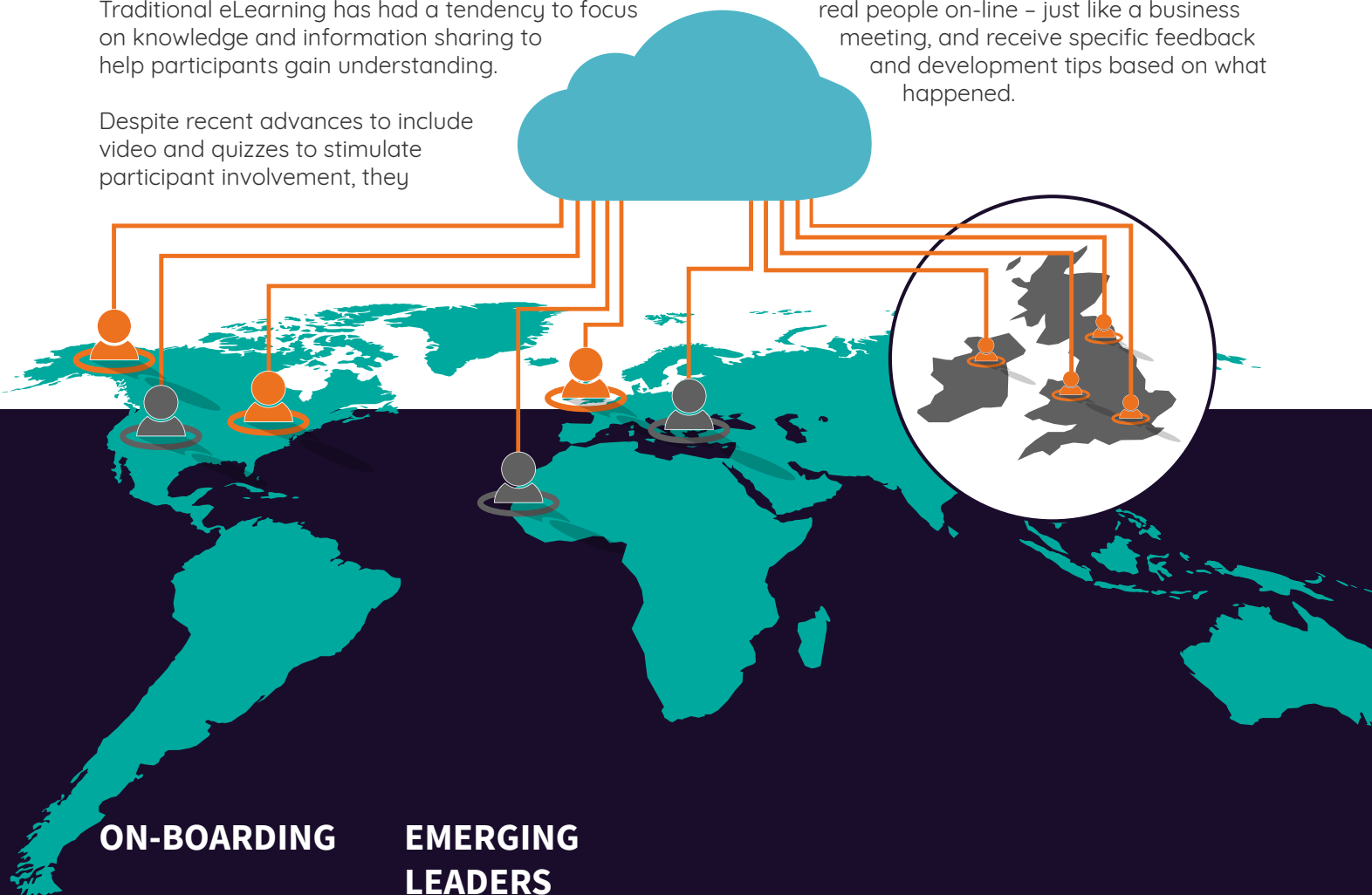
ON-BOARDING

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

EMERGING LEADERS

Targeted support for high potential leaders in your talent pipeline.

SENIOR LEADER SUPPORT

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

BLENDED LEARNING

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

SALES

Practice targeted sales skills.

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"
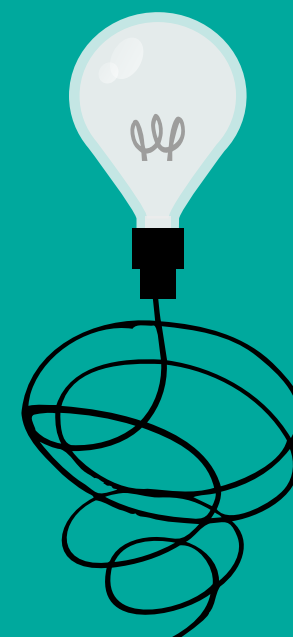
Typically 40 minute short events

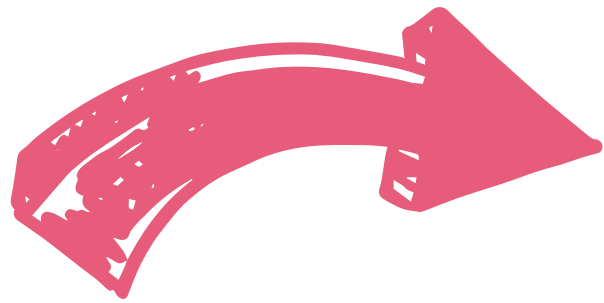"Delegates are spread geographically so it's expensive to bring them together"

Include anyone, anywhere within a similar time zone

"Its difficult to customise learning content"

Customise as many programmes as you would like

Setting-up
Virtual skills development programmes

1

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.

JOB FAMILY

SKILLS POOL

- Managers
- Sales

- 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.

EXERCISES

One to One

Group

☐ **Values based decision-making**

An exercise driving values-based discussion and decision-making. The group are asked to evaluate a life-threatening situation and decide an appropriate course of action, taking differing criteria into account. This exercise can be helpful to reflect on individual values and how they influence points of view, decisions, working climate and culture.

0:00 minutes

30:00 minutes

£195 per cohort

☐ **Meeting the Challenges**

☐ **Individual & group problem solving**

0:00 minutes

39:00 minutes

£195 per cohort

Individual

☐ **Irate Customer**

0:00 minutes

35:00 minutes

£195 per cohort

☐ **Disciplinary issue**

0:00 minutes

20:00 minutes

£95 per participant

☐ **Direct Report**

0:00 minutes

21:00 minutes

£95 per participant

15:00 minutes

20:00 minutes

£95 per participant

2

Now choose exercises from our pool.

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).

1

Events & Learning Insights

2

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.

Feedback Report

3

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.

Experiencing a Participant
Virtual skills event